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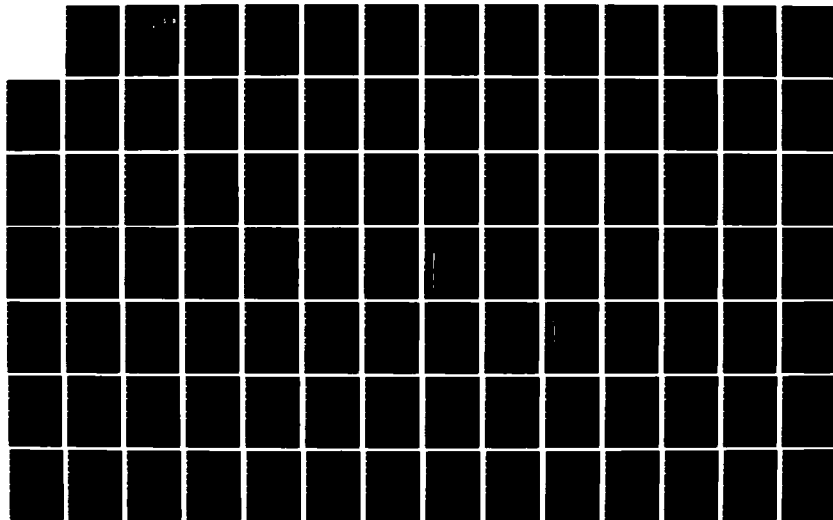
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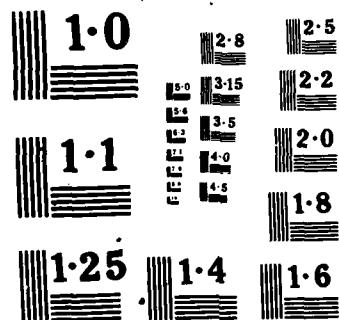
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# AIR COMMAND AND STAFF COLLEGE

## STUDENT REPORT

JOB ATTITUDES OF USAF ENLISTED  
PERSONNEL AND THEIR SPOUSES

MAJOR CHARLES F. DOOLEY 86-0730

MAJOR PATRICIA ROMAN 86-2170

*"insights into tomorrow"*

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<p>The purpose of this study is to provide AF commanders and supervisors with an analysis of the Organizational Assessment Package (OAP) survey data to assist them in knowing the attitudinal strengths and weaknesses of Air Force enlisted personnel and the spouses of those personnel, as well as their perceptions on a variety of AF related issues. A second purpose is to provide the related information from the Air Force Spouse Survey (AFSS) data base maintained by the Leadership Management Development Center. The study concluded that there is a difference in many attitudinal areas between the different enlisted grades. Generally, the senior enlisted members were more positive in their outlooks on AF related issues than the junior enlisted members. From the spouse survey, it can be concluded that the spouses of the enlisted personnel are generally satisfied with AF life and that the spouses of senior personnel are more positive than the spouses of junior personnel.</p>					
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Submitted to the faculty in partial fulfillment of  
requirements for graduation.

AIR COMMAND AND STAFF COLLEGE  
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## EXECUTIVE SUMMARY

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**REPORT NUMBER** 86-0730

**AUTHOR(S)** MAJOR CHARLES F. DOOLEY, USAF  
MAJOR PATRICIA A. ROMAN, USAF

**TITLE** JOB ATTITUDES OF USAF ENLISTED PERSONNEL  
AND THEIR SPOUSES

I. Purpose: First, to provide Air Force commanders and supervisors with an analysis of the Organizational Assessment Package (OAP) responses of enlisted personnel. This will provide awareness of various job attitudinal strengths and weaknesses, and increase knowledge on a variety of Air Force related issues. Second, to provide the related information from the Air Force Spouse Survey (AFSS) data base maintained by the Leadership Management Development Center (LMDC).

II. Background: The OAP is a 109-item survey instrument which contains demographic as well as job attitude items. The instrument is administered to individuals when LMDC Management consultants visit different installations (invited basis only). The AFSS is a 73-item survey instrument administered to spouses of the OAP respondents and also consists of demographic and attitudinal items. The surveys were developed to assist LMDC in its mission to (a) conduct research on Air Force systemic issues using information in the data base, (b) provide leadership and management training, and (c) provide management consultation service to Air Force commanders upon request.

III. Procedures and Results: This study utilized the data in the LMDC data base to analyze the differences in attitudes among the different enlisted grades (E-2 through E-9). This study

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## CONTINUED

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also reviewed the data obtained from the AFSS to determine if there were difference in attitudes of the spouses among the enlisted grades.

IV. Conclusions: There were considerable differences among the different enlisted grades, and several trends were noticed. This was determined using the analysis of variance (ANOVA) at the 95% confidence level. First, the higher enlisted grades had more positive responses (generally). In each of the four areas of organizational functioning (Work Itself, Work Group Process, Work Group Output, and Job Enrichment) the senior NCO's reflected more positive responses than did the lower grades. Second, the senior airman/sergeant group were the least positive of any group in the Work Group Process and Work Group Output areas. The data from the AFSS revealed positive responses (generally). A total of 5100 responses were reviewed and of the 58 attitudinal items on the survey, only four survey items received negative (i.e., lower than the neutral point) responses. These included: (a) Air Force leaders' lack of sensitivity to the needs of the Air Force family; (b) members' ability not being fully used on the job; (c) lower satisfaction with child care centers; (d) lower satisfaction with the base exchange. Overall, as in the OAP responses of enlisted personnel, spouses of the higher enlisted grades were more positive in their responses.

V. Recommendations: After review of the literature and the survey data, the following recommendations should be considered. (a) Additional study of data to determine if trends are Air Force wide or limited to specific MAJCOMS. (b) Once that determination is made, the information should be provided to all MAJCOM Directors of Personnel and Senior Enlisted Advisors for distribution to the field units. (c) Results of this study should be used to evaluate the effectiveness of various Air Force family programs. (d) Results of this study should be used as a baseline to evaluate the effectiveness of new military personnel programs. (e) The Air Force should continue to administer the OAP and the AFSS on a periodic basis.

## Chapter One

### INTRODUCTION

Several factors have prompted Air Force officials to be concerned about the job attitudes of Air Force members and quality of life attitudes of their spouses. Perhaps the most important concern is the recruiting and retention of personnel. In the DOD FY85 annual report to the Congress, officials alluded to some concerns about maintaining adequate manning levels: "FY 83 was an excellent recruiting year. . . However, sustained economic recovery, lower unemployment rates, further erosion of relative military pay,. . . calls for continued Congressional support to avoid a manning shortfall in FY84 and FY85." (Weinberger, 1984, p. 78). Clearly the USAF and the DOD are concerned about the recruiting and retention prospects in future years. In the USAF FY85 Report to Congress, the Air Force clearly stated its position on the quality of life for Air Force members and their families:

The military services provide for quality of life needs. . . Attempts to reduce or eliminate. . . have a severe, detrimental effect on recruiting, retention, and readiness, and undermine those values essential for success in battle. . . (p. 70)

Secretary of Defense Weinberger (1984) further clarifies the perceived necessity to consider quality of life issues:

"We recognize people are making career decisions based on their families' considerations of their quality of life. . ." (p. 114). He also felt that a significant correlation exists among quality of life programs, spouse satisfaction, and recruitment and retention of qualified people. Secretary Weinberger was stating a long-standing DOD concern over the effect of spouse's attitudes toward the military and retention. For example, the importance of the spouses' attitude in the retention arena was recognized in a study by Tuttle and Hazel (1974) of Air Force military members, where 72.% of first termers and 81.% of the careerists responded that spouses and fiancé(e)s had considerable to extremely important influence on their career decisions (p. 15).

The primary purpose of this study is to provide Air Force commanders and senior management officials with analyses of the Organizational Assessment Package (OAP) and USAF Spouse Survey (AFSS) data. This will help identify strengths and potential problem areas among married personnel in the enlisted grades as well as provide information from data responses provided by the spouses of the active duty enlisted personnel. The OAP and AFSS were developed jointly by the Air Force Leadership and Management Development Center (LMDC) at Maxwell AFB, Alabama, and the Air Force Human Resources Laboratory, Brooks AFB, TX. The OAP is a 109-item survey used to collect demographic data and attitudinal information. It consists of 16 demographic

items, and 93 attitudinal items which are grouped into 25 factors.

Some of the objectives of the OAP survey are to provide a data base for research in the area of leadership and management and to inform Air Force leadership of the current and potential leadership and management strengths and problems. The AFSS is a 73-item survey which consists of attitudinal and demographic items. It was developed as a research tool to help investigate the relationships between spouse and family attitudes, and job and retention variables (Ibsen & Austin, 1983). In this study, the OAP responses of married Air Force personnel in each of eight enlisted grades (E-2 through E-9) are compared and analyzed. The AFSS responses of the spouses in each of the eight enlisted grades (E-2 through E-9) are also compared and analyzed.

In order to investigate and identify shortcomings in the areas of job-related factors as well as factors relating to supervision, communications, and performance, the present report examines OAP and AFSS results from the enlisted data base. Air Force officials may be able to take appropriate action and improve retention percentages, if they are aware of deficiencies, strengths, and problem areas. Furthermore, it is important to understand and recognize that families play a significant role in the career decision. Quality of life issues such as medical care, housing, commissaries, Base Exchange, religious programs and others are addressed in the

AFSS. Based on the AFSS and OAP data results, recommendations can be made to Congress to fund programs to enhance the quality of life for Air Force members and families. It is possible that the successes we experience in the areas of improvement in work issues and improvement in the quality of life, could help provide impetus for the continued success of the all volunteer force.

The goals of the research are as follows.

1. Review relevant background research and organizational behavior literature.
2. Assist LMDC by analysis and consolidation of OAP and AFSS data.
3. Analyze significant attitudinal differences among the different enlisted grades and among their spouses.
4. Develop recommendations for Air Force leaders and personnel managers.

The report follows this format: Chapter Two shows the results of the literature review. Some results of previous studies and background for the current study are addressed. Chapter Three deals with methodology. The OAP and AFSS are described along with the subject surveyed. The methods of statistical analysis used are also discussed. Chapter Four presents the results of the analysis conducted on the OAP and AFSS survey responses. Chapter Five provides the discussion, conclusions, and recommendations of the study.

## Chapter Two

### LITERATURE REVIEW

There has been an abundance of research in the management arena. Numerous management theories have been developed in an effort to explain what satisfies workers and the effect of job satisfaction on production. The theories on fulfilling higher needs proposed by Maslow (1970), McGregor (1957), and Herzberg (1979) had a considerable impact on the development of management theory. Watson and Zumbro (1977) mentions:

The emphasis on the worker was gradually replaced by an emphasis on the worker's need for self-actualization. It was believed that by making work more intrinsically meaningful, alienation would be diminished and satisfaction and productivity would be increased (p. 8).

Even though these theories are well supported in the literature, there have also been some disagreements. Tuttle and Hazel (1974) were critical of Herzberg's two factor theory as being neither sufficiently comprehensive nor explicit and failing to allow for differences in individual responses to situational characteristics. Kim (1980) relates:

Based on a recent survey of the literature conducted in conjunction with the development of the Air Force Occupational Attitude Inventory (OAI), Tuttle, Gould, and Hazel (1975) refuted the Herzberg notion of a bivariate satisfaction dimension. They concluded that although satisfaction is multi-dimensional, it can

best be represented along a single continuum with satisfaction and dissatisfaction representing the polar extremes (p. 15).

Hackman and Oldham (1974) developed an equation to quantify the intrinsic aspects of a job in an attempt to measure the motivating potential of the job itself. For many years job satisfaction was thought to be a causal factor in performance, and this assumed relationship initiated much research and debate. It is very clear from a review of the literature that perceived satisfaction levels are closely related to behaviors such as absenteeism and turnover.

Researchers agree that more research needs to be pursued in the area of job satisfaction. As in any large corporation dealing with large amounts of resources, monies and personnel, the Air Force has begun to look at factors pertaining to job attitudes and satisfaction. With the advent of the all volunteer force, many might expect high job satisfaction within the military. When individuals choose a career, one tends to think that they should be happy and satisfied with that job. But based on previous research, that premise cannot be supported. Kim (1980) states:

...servicemen are lower on every measure of job satisfaction except job security and task identity. The fact that those in civilian employment can change jobs if they are dissatisfied and have an alternative would lead to the expectation that they might be higher on measures of job aspects. Nevertheless, the highly consistent lower evaluations given their jobs by military males is surprising in view of the all volunteer force (p. 29).



Kim (1980) did find, however, that reenlistment rates are positively correlated with job satisfaction and marital status. He also noted differences between men and women in the Air Force relating to job attitudes regarding promotion. He states:

Another interesting aspect...is the rather large positive difference in perceived promotion opportunity for enlisted females compared to women employed full time in the civilian sector and servicemen. The Armed Forces may indeed be in the forefront of offering equal opportunity for women (p. 35).

Even though studies have been made regarding various aspects of Air Force personnel's job attitudes, little has been accomplished in researching a broad spectrum of job attitudes. The Leadership and Management Development Center at Maxwell AFB, Alabama has continued to compile data and research this area. Some of these studies include: "An Assessment and Comparison of Air Force Job Related Satisfaction by Air Force Personnel Categories" (Boren, 1980), "The Role of the Supervisor and Performance Reports" (Kaufman, 1980), "Perceived Productivity: Interaction Effects of Sex, Personnel Category, and Satisfaction with Technical Training" (Oakley, 1981), and "The Interaction of Specific Marital Factors and Its Satisfaction with the Career Intent of Air Force Members" (Leonard 1981). As a result of these studies and others, a new characteristic was identified as a major factor on the Air Force member's attitude toward his/her job. Spousal attitudes tend to have a very important effect on career intentions of the military member. This brought about the development of a

separate survey instrument, the USAF Spouse Survey (AFSS), to determine spousal attitudes toward the member's job and quality of life.

As we look at the spousal attitudes toward the Air Force member's job, the literature reveals few studies using a grade by grade breakdown within the enlisted grades. However, there have been studies conducted over the last several years regarding spousal attitudes toward the member's job. "The USAF Family Survey: A Revision of the USAF Spouse Survey" (Flannery & Dansby, 1985) showed that in a limited sample, spouses of enlisted members felt significantly more stress and disruption from the Air Force lifestyle than did the spouses of officers. Studies done by Black, (1982); Grace & Steiner, (1978); Lund, (1978); Orthner, (1980); and Szoc, (1982); support the hypothesis that spouse attitudes toward military lifestyle is the factor most important as a family influence on the military member's job.

Other studies have been conducted regarding both officer and enlisted spousal attitudes toward the military member's job. Overall, conclusions reveal spouses feel that the member's job satisfaction and prestige are important career determinants (Dansby, 1985; Szoc, 1982). Dansby (1985) and Orthner (1980) contend spouses generally endorse the member's job. This positive attitude in turn influences retention in the service (Lund, 1978; Orthner, 1980; Szoc, 1982). Other variables which have been considered in the past include job

variables which have been considered in the past include job benefits (Szoc, 1982; Dansby, 1985); TDY; frequent moves and separations (Szoc, 1982; Dansby, 1985); and job pressure (Dansby, 1985).

There have been other variables identified by researchers and theorists which may affect job attitudes. These include dual career considerations (Dansby, 1985) status feelings (Dansby, 1985), patriotism (Dansby, 1985), and commitment to the Air Force (Dansby, 1985; Othner & Bowen, 1983). There may be other factors, but in the literature search, these appeared to be most frequently cited.

Since the literature tends to show spousal attitudes affect the military member's attitude toward his/her job, it is important to research this area even more. It is also important to examine any significant differences in attitudes toward the job between the military members and their spouses. To maintain a quality force, the military members and their families must continue to have positive attitudes toward the job and the Air Force. Since the majority of the force is enlisted, a study to examine this group is imperative. Commanders and personnel managers should be aware of significant job attitudinal differences among enlisted grades, as well as differences in attitudes for spouses of these enlisted personnel. These differences may relate trends which could affect future planning, benefits, and facilities of the Air Force.

This study provides data collected by LMDC personnel through the use of the OAP and the AFSS. A wide cross-section of the Air Force enlisted grades, both member and spouse, were collected. The next chapter discusses the instrumentation, data collection, subjects, and procedures used in this study.

## Chapter Three

### METHODOLOGY

Understanding the methodology for this study is vital to understanding the results in the next chapter. Within this chapter, the following are described: the Organizational Assessment Package (OAP) and the USAF Spouse Survey (AFSS), how data for the OAP and the AFSS were gathered, the subjects of this study, and how the analysis was conducted.

#### Instrumentation

The OAP is a 109-item questionnaire designed jointly by the Air Force Human Resources Laboratory (AFHRL), Brooks AFB, TX and the Leadership and Management Development Center (LMDC), Maxwell AFB, Alabama. The OAP was developed to aid LMDC in its missions to (a) conduct research on Air Force systemic issues using information in the OAP database, (b) provide leadership and management training, and (c) provide management consultation service to Air Force commanders upon request. The survey contains 16 demographic and 93 attitudinal items. A Likert scale of 1 to 7 is used to document the responses. A value of 1 usually indicates strong disagreement or dissatisfaction and a 7 usually indicates strong agreement or satisfaction. An explanation of factors measured is given at

the introduction of each section of the survey to help ensure that respondents clearly understand the meaning of their responses.

Two aspects important to the usefulness of any survey instrument are reliability and validity. Both aspects have been analyzed for the OAP during past studies. During OAP development, Hendrix and Halverson (1979) documented factor analysis results. Short and Hamilton (1981) conducted a factor by factor reliability assessment and concluded the OAP was generally acceptable to excellent in reliability for primary factors, and that they were reliable enough for Air Force systemic data collection. After 2 years of field testing, the validity of the OAP was re-examined by Hightower and Short (1982). Their findings supported the use of the OAP as a data gathering instrument.

The USAF Spouse Survey (AFSS) consists of 73 demographic and attitudinal items which include numerous military-family issues. Since the literature reveals few studies on Air Force spousal attitudes, the AFSS was developed by the Air Force Leadership and Development Management Center (LMDC) as a research instrument to help fill that void, and provide current information for top Air Force leaders. This survey instrument investigates the relationships between spouse and family attitudes, and job and retention variables (Ibsen & Austin, 1983). An important feature of the survey is that the AFSS taken by a spouse is matched with the OAP taken by the military

member. Therefore, the attitudes of the military member and their spouses can be assessed together.

The AFSS was designed in the same format as the OAP, utilizing the 7-point Likert scale for responses. To ensure individuals understand the responses, an explanation is repeated at the beginning of each section. The AFSS has been utilized along with the OAP in several studies since 1982. Because of its link with the OAP, the AFSS has provided a unique source of information on the relationship between work and family issues (Flannery & Dansby, 1985).

#### Data Collection

All data used in the present report were collected as an integral part of the LMDC management consultation program. The LMDC management service is initiated by written request from a major unit commander or agency who will host the team. In the LMDC consultation process, the initial administration of the OAP in an organization is the key data gathering step. The survey is administered in group sessions to all individuals, both military and civilian, who are present for duty that day. Only LMDC personnel handle the completed surveys, and all participating personnel are assured of anonymity. After approximately six weeks for analysis, the consultants return to the organization for a tailored visit.

During this visit, the results of the analysis are provided to commanders and supervisors in the organization. The results

are treated in a confidential manner between LMDC and the client commander. When specific problems are identified, the consultant and supervisor develop a management action plan designed to resolve the problem at that level of the organization. Other methods of addressing the problems include workshops and training sessions.

Between four and seven months after the tailored visit, the consulting team returns to the organization to re-administer the OAP and complete other follow-up data gathering. In this case, the OAP is used as a evaluation tool to examine the impact of the consulting process. After analysis, a final report along with comparative results of pre-and post-OAP administrations are mailed to the client commander.

During the initial consultation visit, the LMDC consultants also administer the AFSS. The AFSS is given to each married OAP respondent to take home to his/her spouse. The survey is completed at home by the spouse, and returned to a central location in a sealed envelope. Completion of the survey is voluntary and approximately 35% of the surveys are returned. After the spouses' AFSS responses are linked to the members' OAP responses via a computer code, the tabulation of responses to the AFSS is automated. The individual responses are not viewed by anyone in the spouse's organization, however, summary reports of spouse data are provided to the organization. The results are used only in conjunction with



research conducted by LMDC such as Air Force wide studies concerning the quality of life of Air Force families.

The data from the OAP and AFSS are stored in a cumulative data base containing over 300,000 OAP pre- and post-intervention records, and over 11,000 AFSS records. In addition to the 16 demographic survey items on the OAP, other demographic information collected includes work group code, personnel category, pay grade, age, sex, Air Force Specialty Code (AFSC), and major command. Additional demographics collected on the AFSS answer sheet include number of years spouse has been in service, months at present base, years married, whether they live off or on base, ethnic group, education level, number of children, and employment patterns.

The data base is stored in two computer files: a historical file of data collected through 30 September 1981, and a current, or active file containing data collected since that time. Reports provided to support the consulting process are from the active file. The present research uses matched responses from OAP and AFSS administrations between 1982 and 1985.

### Subjects

For this research, the data consisted of matched responses by enlisted members and their spouses. The groups are broken out grade by grade, utilizing grades E-2 through E-9. Total number of respondents for each group are indicated in

Appendices C and E. The subjects were located at 30 different bases in nine major commands.

### Procedures

Analyses of the survey data are reported in four separate examinations. Examination 1, "Analyses of Demographic Information, Enlisted Personnel," is provided to characterize the sample groups. Demographic responses from the OAP are included. Examination 2, "Comparison of Enlisted Personnel Attitudes," compares attitudinal responses among the different grades of enlisted personnel. Examination 3, "Analyses of Demographic Information, Spouse," and finally, Examination 4, "Comparison of Spouses Attitudes," compares the demographic and attitudinal responses among the spouses of enlisted personnel grades E-2 through E-9. The number (*n*) shown throughout this study is the total number of valid responses in the pre-intervention data base for each variable or factor examined. Statistical analyses were performed using appropriate procedures contained in the SPSS User's Guide.

In examinations 1 and 2, the survey data from the OAP were divided into eight groups. Each group consisted of each grade of enlisted personnel from airman to chief master sergeant. In examinations 3 and 4, each group consisted of AFSS responses for spouses of military members within each specific grade. One way analyses of variance (ANOVAs) were performed to discern any attitudinal differences among groups. The level of

significance for all F-tests was  $\alpha = .05$ . For significant factors, the Newman-Keuls post hoc test was used to determine which group was different and the direction of that difference.

For OAP responses, comparisons were made for 21 factors that fall into four areas of organizational functioning:

1. Work Itself. This area deals with the task properties (technologies) and environmental conditions of the job. It measures perceptions of task characteristics.

2. Job Enrichment. Measures the degree to which the job itself is interesting, meaningful, challenging, and responsible.

3. Work Group Process. Assesses the effectiveness of supervisors and the process of accomplishing the work.

4. Work Group Output. Measures task performance, group development, and the effects of the work situation on group members. Assesses perceptions of quality and quantity of task performance as well as the pride and satisfaction individuals have in their jobs.

For responses to the AFSS, comparisons were made for 14 factors that fall into two broad categories:

1. Air Force Life. This represents the spouse's identification with the Air Force, job benefits as a retention factor, other influences on career decisions, and effects of TDY.

2. Air Force Services. This measures satisfaction with base recreation facilities, and attitudes on basic services.

The next chapter presents the results of the data analyses.

## Chapter Four

### RESULTS

This chapter presents the results of the statistical analyses used to compare the attitudes and demographics of enlisted personnel by different grades (E-2 through E-9) and their spouses. The data used represent the responses of the enlisted personnel to the Organizational Assessment Package (OAP) and the responses to the Air Force Spouse Survey (AFSS) of the spouses of enlisted personnel. Both surveys are discussed in Chapter Three. The results are reported in four examinations. Examination 1 is an analysis of the demographics of each enlisted group. Examination 2 compares the attitudes of these eight groups (E-2 through E-9). Examination 3 is an analysis of the demographics of the spouses of each enlisted group. Examination 4 compares the attitudes of the spouses in each enlisted grade. Each examination refers the reader to the appropriate appendix for detailed statistical tables. Examinations 2 and 4, which address attitudinal differences, also identify groups that are statistically significantly different on each factor. Groups not in the same subset are significantly different at the .05 level.

### Examination 1: Analuses of Demographic Information. Enlisted Personnel

Tables C-1 through C-20, Appendix C, provide detailed descriptions of the demographics for the enlisted personnel of each grade. The following comparisons are a summary of the demographic data.

The OAP/AFSS matched data base includes over 5400 responses. Of the OAP survey respondents, 92% were male. Over 55% were less than 30 years of age and 57% had more than 8 years in the Air Force. Over 75% had been in the same career field more than 3 years and 24% had been on the same base over 3 years. Only 10% had been in the same job over 3 years. Just over 80% reported their ethnic group as white. Less than 1% did not graduate from high school. Most of the respondents (66%) work the day shift and 92% were non rated. Less than 15% responded that their supervisors never held group meetings and 31% responded that their supervisor occasionally held group meetings. Almost 23% responded that the meetings were not held to solve problems. In the area of career intent, 71% considered themselves as career, or likely career, oriented. Less than 12% indicated that they would separate from the Air Force or were not career oriented.

### Examination 2: Comparison of Enlisted Personnel's Attitudes.

Tables D-1 through D-18, Appendix D, provides detailed ANOVAs of the attitudinal factors of the OAP in each enlisted grade. The factors measured by the OAP are grouped into a

systems model to assess three aspects of a work group: input, process, and output. In the LMDC adaptation of the model, input is comprised of demographics, work itself, and job enrichment.

Work Itself. The analyses of the attitudinal data revealed a number of significant differences. In the area of Job Training, the means for each group were in the positive range of the Likert scale. The range was 4.4 to 5.1. None of the groups desired repetitive tasks. The means for each group were in the negative portion of the Likert scale. The range was 2.1 to 3.5. While the means for each group were in the negative of the scale, significant differences were found between groups. Even though none of the groups desired repetitive tasks, each of the groups responded affirmatively when asked about the repetitiveness in the job environment. The means ranged from 4.3 for CMSgts to 5.4 for A1C. The lower grade enlisted personnel (A1C through TSgt) differed significantly from the higher grades (MSgts through CMSgt). Each of the groups was quite positive when asked about Task Characteristics. Task Characteristics consists of a combination of Skill Variety, Task Identity, Task Significance, and Job Feedback designed to measure several aspects about the job. The means ranged from 5.0 (Amn, A1C, SrAmn/Sgt) to 5.6 for CMSgts. Although the means were positive for each group, a number of significant differences were noted between groups.

Job Enrichment. When addressing Skill Variety required in the job, each group responded positively. The means ranged from 4.4 for A1C to 5.6 for CMSgts. Even though each group responded positively, the higher grades were more positive than the lower grades. Task Identity, or the degree to which the job requires completion of a whole piece of work from beginning to end, elicited positive responses. The means ranged from 5.0 to 5.4. The higher enlisted grades reflected a more positive attitude. Information on job outcome and/or feedback on good and poor performance reflected slightly positive responses. Means ranged from 4.6 for Amn to 6.3 for CMSgt. Significant differences were also noted in the OAP Job Motivation Index. The index is a composite derived from the job characteristics that reflects the overall motivational aspects of a job; it indicates the degree to which a job prompts high internal work motivation on the part of job incumbents. The means ranged from 80.1 for Amn to 169.5 for CMSgts. Significant differences were noted between the different grades on the issue of Task Autonomy. The means ranged from a somewhat negative 3.4 for Amn to a positive 5.5 for CMSgts. Each of the five senior groups responded more positively than the lower groups.

Work Group Process. Work Support measured the degree to which work performance is hindered by additional duties, details and/or inadequate supplies. Responses in each grade were favorable. The means ranged from 4.4 for SrA/Sgt to 4.8 for Amn, SMSgt, and CMSgt. Responses to overall quality of



supervision available to the worker were also favorable. The means ranged from 4.7 for SrA/Sgt to 5.6 for SMSgt. While the respondents related the quality of supervision high, the communication climate established by the supervisors was rated less positive. The means ranged from 4.2 for SRA/Sgt to 5.1 for SMSgt. The communication climate within an organization was rated similar to the communication climate established by the supervisor. The means ranged from 4.3 for SSgt to 5.2 for CMSgt.

Work Group Output. Pride in one's work was rated somewhat favorable. The group mean ranges from 4.8 for SrA/Sgt to 5.9 for CMSgt. CMSgts was found to differ significantly from the other groups. Work Group Effectiveness also rated favorable responses. The means for the groups ranged from 5.3 for SrA/Sgt to 5.9 for SMSgt/CMSgt. The survey respondents were less positive about advancement and recognition. Means ranged from 4.0 for A1C to 5.3 for SMSgt. A number of groups were found to differ significantly. Overall, Job Related Satisfaction was rated quite positively. The means ranged from a low of 4.8 for SrA/Sgt to 5.7 for CMSgt.

Examination 3: Analyses of Demographic Information. Spouses.

Tables E-1 through E-17, Appendix E, provide a detailed description of the demographics for the spouses of enlisted personnel. The following comparisons are a summary of the demographic data.

Over 5000 responses were included in the matched spouse data base maintained by LMDC. For the AFSS respondents there were 377, or 7.5%, male spouses. Over 54% were less than 30 years old. Nine percent had been married less than 8 years while 42% had been married more than 8 years. Over 51% stated they currently reside on a military installation and 31% of that number lived on base because it was too expensive to live off base. Almost 13% stated they lived off base because of poor base housing. Ethnic groups were 78% white, 5% black, and 7% Asian. Twenty-one percent had more than two years of college and 82% stated that they had two or fewer children. One half of the respondents were not employed outside the home with 24% stating they would work if work were available. Twenty-three percent cited financial reasons for working. Over 10% of the spouses were active duty military. Almost 14% were attending college and 3% attended full time.

#### Examination 4: Comparison of Spouses' Attitudes.

Tables F-1 through F-55, Appendix F, provide a detailed description of the spouses' attitudes toward Air Force life. The following is a summary of those attitudes.

Spouses of the enlisted personnel felt that they were involved in the Air Force lifestyle. The means of the groups ranged from 4.2 for spouses of Amn to 5.3 for spouses of SMSgts. The spouses would recommend the Air Force as a career to anyone. The means were from 4.6 for spouses of Amn, A1C, and SrA/Sgt to 5.5 for spouses of CMSgts. The spouses did not feel

their participation in base affairs was essential to the military members' career. Means ranged from 3.0 to 3.3. The spouses felt that the prestige and status of their spouse, were the same as in a civilian career. The means were 4.3 for spouses of TSgts to 4.9 for those of SMSgt/CMSgts. Each of the groups claimed an interest in the Air Force role and mission, and each group thought it important to know about the members' work. The groups felt that the Air Force tries to make service life attractive, but felt that the military member must compete more and must devote more time to the job than civilian counterparts. The groups also felt that the military member is under pressure due to the Air Force job and with the exception of SrA/Sgt spouses, the groups felt that the military members' abilities were fully utilized on the job. The means ranged from 3.9 for spouses of SrA/Sgt, to 5.3 for spouses of CMSgts. Each of the groups felt that the military member had an important job and was glad their spouses chose an Air Force career. Group means ranged from 5.1 for spouses of Amn to 6.0 for spouses of CMSgt/SMSgts. The spouses indicated that the members feel positive about their contributions. The group means reflected that the number of PCS moves is a factor in the members' career decisions, and the spouses would encourage a longer career if there were fewer moves. The spouses did not believe that Air Force leaders are sensitive enough to the needs of Air Force families. The means ranged from 3.1 for spouses of SrA/Sgts to 4.0 for spouses of Amn and SMSgt/CMSgts.

The spouses were asked to respond to a series of items regarding the level of satisfaction to base services. The spouses of TSgts, MSgts, and SMSgts reflected some degree of dissatisfaction with the base exchange. Means for these groups were 3.9. Conversely the spouses of Amn and A1C were the most positive with means of 4.5. Each of the groups reflected satisfaction with the commissary, medical care, open mess, recreation centers, base libraries, auto hobby shops, bowling centers, golf courses, arts and crafts. The SrA/Sgt and TSgt groups were not as satisfied with the child care center. Means for these two groups were 3.9.

The spouses were asked to respond to various perceptions regarding factors important to the members' Air Force career plans. Each of the groups thought that job satisfaction, pay, medical/dental care, job security, retirement benefits, and patriotism were important factors which affect the military members' career plans. These factors are also important in making career plans for the future.

The spouses were asked to respond to items regarding temporary duty (TDY). The results reveal the military job usually required TDYs less than three times a year for MSgts and below, but slightly more for CMSgt/SMSgts. The average number of TDY days was less than 21. The frequency and length of the TDYs affected the family life from "a little" to "moderate extent." The degree to which TDY requirements would influence career intentions range from "a little" to "moderate

extent." The degree to which IDYs would influence the desirability of Air Force lifestyle of the spouse ranges from "a little" to "a moderate extent," as well.

The spouses felt that their attitudes about military member's job were important considerations for the military personnel. They were proud of their spouses' jobs. Spouses responded they would be happier "a little" to "a moderate extent" if their spouses were doing similiar jobs as civilians.



## Chapter Five

### DISCUSSION/RECOMMENDATIONS

The purposes of this study were threefold: (a) to document the data contained in the LMDC matched OAP/AFSS data base, (b) to determine if there were any significant differences in job attitudes between the enlisted grades (E-2 through E-9), and (c) to determine if there were any significant differences in job attitudes of spouses of those enlisted personnel. In this chapter, the results presented in Chapter Four will be discussed. The discussion begins with the results from the OAP followed by the results from the AFSS. Finally, conclusions and recommendations follow the discussion.

#### Discussion--OAP

Within the Work Itself area of the model, it was noted that more positive responses were grade related. The responses were more positive in the higher grade levels. For example, in Task Characteristics, the lowest response was 5.0 for Amn, A1C, and SrA/Sgt. The high response was 5.6 for CMSgt with all other groups between them in ascending order. On the other side, CMSgts did not feel that their jobs were as repetitive (mean 4.3) as Amn (mean 5.2) and A1C (mean 5.4). Again the other grades were between those in ascending order. But in Job Training, the means of the the groups were quite consistent

between the grades of Amn through MSgt. The senior NCO's (SMSgt/CMSgt) were more positive. It is interesting to note the means for Amn/A1C were higher (more positive) than for SrA/Sgt, SSgt, and ISgt.

Within the Job Enrichment area of the model, the same trends are more pronounced. The responses were again more positive in the higher grade levels. In each factor (Skill Variety, Task Identity, Task Significance, Job Feedback, and the Need for Enrichment) responses from CMSgt were most positive followed by SMSgt. The other responses descended in order by grade. After review of Job Motivation Index, the same trend appeared. The CMSgt group was the most positive with all other groups less positive in descending order.

A different trend emerged within the Work Group Process area of the model. The responses still revealed that the senior NCO's responded more positively than other groups, however, the Amn/A1C generally responded more positive than SrA/Sgt, and SSgt. It was also noted that SrA/Sgt responded with less positive responses in three of the four factors. These included Supervisory Communications Climate, Work Support, and Management/Supervision.

After review of the Work Group Output section of the model, two trends were readily apparent. First, senior NCO grades continue to respond more positively to the survey items than the other groups. Second, SrA/Sgt groups continue to be less positive in their responses. This group was least positive in



Five of the six factors in this area of the model. These included Job Satisfaction, General Organizational Climate, Job Performance Goals, Pride, and Work Group Effectiveness. The sixth factor, Advancement/Recognition, revealed that the A1C group was less positive than the SrA/Sgt group.

It was not surprising to discover that the respondents attitudinal differences ranged by grade. It is generally expected that the higher grades have more time in the service. As an individual achieves more rank and time in service, they tend to acquire positions with more challenges, and this requires increased mission and supervisory responsibilities. Since the SrA/Sgt groups are targeted for retention beyond their first enlistment, it was unexpected to find this group to be the least positive. Over 44% of this group had less than 4 years of service, and 53% had less than 8 years of service. In that 53%, it is possible that some were six-year enlistments and could still be considered first term airmen, and were targeted for retention. It is important to recognize that airmen in this group are considering career decisions. Factors which play on this decision include commanders and supervisors, spouses, and other family members. Peer pressure may also complicate this decision-making process. While it cannot be empirically concluded these are the major factors for this groups' less positive attitudes, it suggests further study and evaluation.

### Discussion-AFSS

It is important to note that the AFSS survey had very few average responses in the negative scale range. Of the 58 attitudinal items on the survey, only five variables reflected negative scale responses. (Negative is defined as a mean of less than 4.0 on the Likert scale.) The variable "Air Force leaders are sensitive to the needs of the Air Force family" received negative responses from five of the eight groups of spouses. The groups varied from A1C/Msgr spouses (mean=3.5) to SrA/Sgt (mean=3.1). TSgt and SSgt spouses responses were between those means. The other three groups had a 4.0 mean for this variable. Variable #25, "member's ability not fully used on the job" received less positive responses from SrA/Sgt spouses. "Satisfaction with child care" centers received less positive responses from SrA/Sgt, and TSgt spouses (mean=3.9). All groups responded negatively to the variable "spouse participation necessary to members' career." TSgt, MSgt, and SMSgt spouses reflect slightly negative responses to the "level of satisfaction with base exchange" (mean=3.9). In all other variables, each group reflected positive responses. The same trend emerged as in the OAP. The spouses of the higher enlisted grades generally responded more positively to the attitudinal items in the AFSS than the lower enlisted grade spouses. The data tend to reveal that if the military members are job satisfied, their spouses are also satisfied in most areas. Overall, spouses were fairly positive on most quality

of life items in the AFSS survey.

### Conclusions

A main purpose of this research was to review the OAP data and determine if there were attitudinal differences among the enlisted grades in the Air Force. As discussed in Chapter Four, a number of statistically significant differences were identified. As a result, it can be concluded:

1. The job attitudes of all of the enlisted grade groups are generally positive.

2. The higher grades of enlisted personnel reflect more positive job attitudes than the lower grades of enlisted personnel.

3. The SrA/Sgt group reflect the least positive attitudes of any group.

A second purpose of the research was to review the AFSS data and determine if there was statistically significant differences among the spouses of each enlisted grade. As a result, it can be concluded:

1. The attitudes of all of the spouse groups are generally positive.

2. The spouses of the higher grade enlisted personnel are more satisfied than the spouses of the lower grades.

### Recommendations

In summary, two disturbing trends were identified. First, the SrA/Sgt group provided the least positive responses. As discussed earlier in this chapter, this is the group targeted

for retention beyond the first term of service. Second, the spouses did not perceive AF leaders were interested in family problems. The following recommendations are offered:

1. Additional study is required to determine if this trend is Air Force wide or within specific MAJCOMS.

2. After that determination, information on these findings should be provided to the MAJCOM Directors of Personnel and the MAJCOM Senior Enlisted Advisors for distribution to the field units.

3. Results of this study should be used as a baseline to determine the effectiveness of family issue programs. For example, the attitudinal results of the enlisted personnel and their spouses could be compared before and after the establishment of a Family Support Center on base.

4. Results of this study should be used as a baseline to determine the effectiveness of new military personnel programs. For example, many bases have a Colonel Counseling Program. This program requires counseling for first term enlisted personnel who are uncommitted to a career. After the counseling is accomplished, there is no follow-up to evaluate that the time was productive or that it changed the individual's perception of Air Force life.

5. The Air Force needs to continue the OAP and the AFSS on a periodic basis. Since the LMDC consultant program is being phased out, a new office of responsibility and method of administration needs to be established.

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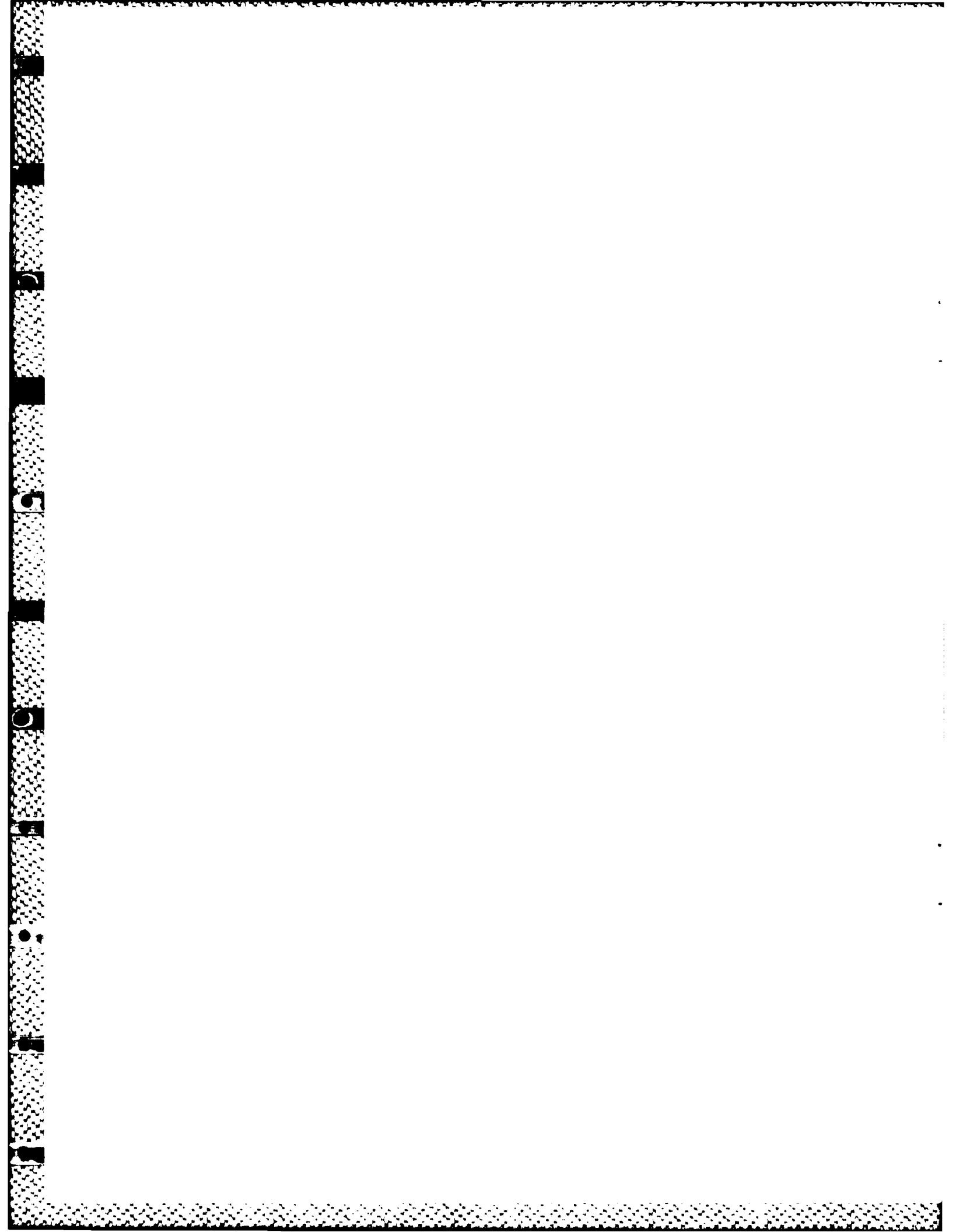
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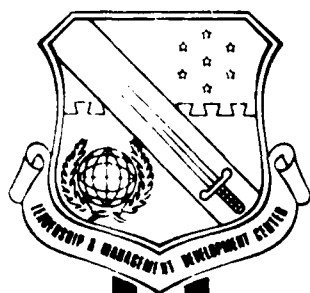
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# APPENDIX

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## APPENDIX A

### ORGANIZATIONAL ASSESSMENT PACKAGE SURVEY: FACTORS AND VARIABLES



**ORGANIZATIONAL ASSESSMENT  
PACKAGE SURVEY**

**FACTORS  
AND  
VARIABLES**

**JANUARY 1986**

**LEADERSHIP AND MANAGEMENT DEVELOPMENT CENTER  
AIR UNIVERSITY**

# FACTORS AND VARIABLES OF THE ORGANIZATIONAL ASSESSMENT PACKAGE

The OAP is a 109-item survey questionnaire designed jointly by the Air Force Human Resources Laboratory and the Leadership and Management Development Center (LMDC) and is used to aid LMDC in its missions to: (a) conduct research on Air Force systemic issues using information in the OAP database, (b) provide leadership and management training, and (c) provide management consultation service to Air Force commanders upon request.

Allowable responses to the attitudinal items on the survey range from 1 (low) to 7 (high). The attitudinal items are grouped into 25 factors that address such areas as the job itself, management and supervision, communications, and performance in the organization. Each data record consists of 7 externally coded descriptors and 24 demographic items as well as the responses to the 93 attitudinal items.

The factors measured by the OAP are grouped into a systems model to assess three aspects of a work group: input, process, and output (adapted from McGrath's model).

Input. In LMDC's adaptation of the model, input is comprised of demographics, work itself, and job enrichment.

A. Demographics. Descriptive or background information about the respondents to the OAP survey.

B. Work Itself. The work itself has to do with the task properties (technologies) and environmental conditions of the job. It assesses the patterns of characteristics members bring to the group or organization, and patterns of differentiation and integration among position and roles. The following OAP factors measure the work itself:

- 806 - Job Desires (Need For Enrichment)
- 810 - Job Performance Goals
- 812 - Task Characteristics
- 813 - Task Autonomy
- 814 - Work Repetition
- 816 - Desired Repetitive Easy Tasks
- 823 - Job Related Training
- Job Influences (not a statistical factor)

C. Job Enrichment. Measures the degree to which the job itself is interesting, meaningful, challenging, and responsible. The following OAP factors measure job enrichment:

- 800 - Skill Variety
- 801 - Task Identity
- 802 - Task Significance
- 804 - Job Feedback
- 806 - Need For Enrichment Index (Job Desires)
- 807 - Job Motivation Index

- 808 - QJI Total Score
- 809 - Job Motivation Index - Additive
- 825 - Motivation Potential Score

Work Group Process. The work group assesses the pattern of activity and interaction among the group members. The following OAP factors measures leadership and the work group process:

- 805 - Performance Barriers/Blockages (Work Support)
- 818 - Management and Supervision
- 819 - Supervisory Communications Climate
- 820 - Organizational Communications Climate
- Work Interferences (not a statistical factor)
- Supervisory Assistance (not a statistical factor)

Work Group Output. Measures task performance, group development, and effects on group members. Assesses the quantity and quality of task performance and alteration of the group's relation to the environment. Assesses changes in positions and role patterns, and in the development of norms. Assesses changes on skills and attitudes, and effects on adjustment. The following OAP factors measure the work group output:

- 811 - Pride
- 817 - Advancement/Recognition
- 821 - Work Group Effectiveness (Perceived Productivity)
- 822 - Job Related Satisfaction
- 824 - General Organizational Climate

## EXTERNALLY CODED DESCRIPTORS

Batch Number  
Julian Date of Survey  
Major Command  
Base Code  
Consultation Method  
Consultant Code  
Survey Version

(Note: These items are concatenated to each data record during EDP processing.)

DEMOGRAPHIC ITEMS (NOT A STATISTICAL FACTOR)

Variable Number	Statement Number	Statement
-	-	Supervisor's Code
-	-	Work Group Code
-	-	Sex
-	-	Your age is
-	-	You are (officer, enlisted, GS, etc.)
-	-	Your pay grade is
-	-	Primary AFSC
-	-	Duty AFSC
(Note: The above items are on the response sheet.)		
001	-	(Not used)
002	-	(Not used)
003	1	Total years in the Air Force:
		1. Less than 1 year
		2. More than 1 year, less than 2 years
		3. More than 2 years, less than 3 years
		4. More than 3 years, less than 4 years
		5. More than 4 years, less than 5 years
		6. More than 5 years

Variable Number

Statement Number

Statement

Total months in present career field:

1. Less than 1 month
2. More than 1 month, less than 6 months
3. More than 6 months, less than 12 months
4. More than 12 months, less than 18 months
5. More than 18 months, less than 24 months
6. More than 24 months, less than 36 months
7. More than 36 months

Total months at this station:

1. Less than 1 month
2. More than 1 month, less than 6 months
3. More than 6 months, less than 12 months
4. More than 12 months, less than 18 months
5. More than 18 months, less than 24 months
6. More than 24 months, less than 36 months
7. More than 36 months

Total months in present position:

1. Less than 1 month
2. More than 1 month, less than 6 months
3. More than 6 months, less than 12 months
4. More than 12 months, less than 18 months
5. More than 18 months, less than 24 months
6. More than 24 months, less than 36 months
7. More than 36 months

Your Ethnic Group is:

1. American Indian or Alaskan Native
2. Asian or Pacific Islander
3. Black, not of Hispanic Origin
4. Hispanic
5. White, not of Hispanic Origin
6. Other

Which of the following "best" describes your marital status?

0. Not married.
1. Married: Spouse is a civilian employed outside home.
2. Married: Spouse is a civilian employed outside home - geographically separated.
3. Married: Spouse not employed outside home.
4. Married: Spouse not employed outside home - geographically separated.
5. Married: Spouse is a military member.
6. Married: Spouse is a military member - geographically separated.
7. Single parent.

Variable Number	Statement Number	Statement	Variable Number	Statement Number	Statement
009	6	Your highest education level obtained is:  1. Non-high school graduate 2. High school graduate or GED 3. Less than two years college 4. Two years or more college 5. Bachelors Degree 6. Masters Degree 7. Doctoral Degree	014	11	Your work requires you to work primarily:  1. Alone 2. With one or two people 3. As a small work group (3-5 people) 4. As a large work group (6 or more people) 5. Other
010	7	Highest level of professional military education (residence or correspondence):  0. None or not applicable 1. MCO Orientation Course or USAR Supervisor Course (MCO Phase 1 or 2) 2. MCO Leadership School (MCO Phase 3) 3. MCO Academy (MCO Phase 4) 4. Senior MCO Academy (MCO Phase 5) 5. Squadron Officer School 6. Intermediate Service School (i.e., ACSC, AFSC) 7. Senior Service School (i.e., AMC, ICAF, MFC)	015	12	What is your usual work schedule?  1. Day shift, normally stable hours 2. Swing shift (about 1600-2400) 3. Mid shift (about 2400-0800) 4. Rotating shift schedule 5. Day or shift work with irregular/unstable hours 6. Frequent TDY/travel or frequently on-call to report to work 7. Crew schedule
011	8	How many people do you directly supervise?  1. None 2. 1 3. 2 4. 3 5. 4 to 5 6. 6 to 8 7. 9 or more	016	13	How often does your supervisor hold group meetings?  1. Never 2. Occasionally 3. Monthly 4. Weekly 5. Daily 6. Continuously
012	9	For how many people do you write performance reports?  1. None 2. 1 3. 2 4. 3 5. 4 to 5 6. 6 to 8 7. 9 or more	017	14	How often are group meetings used to solve problems and establish goals?  1. Never 2. Occasionally 3. About half the time 4. All of the time
013	10	Does your supervisor actually write your performance report?  1. Yes 2. No 3. Not sure	018	15	What is your aeronautical rating and current status?  1. Nonrated, not on aircrew 2. Nonrated, now on aircrew 3. Rated, in crew/operations job 4. Rated, in support job
5			6		

Variable  
Number

Statement  
Number

019

16

Statement

Which of the following best describes your career or employment intentions?

1. Planning to retire in the next 12 months
2. Will continue in/with the Air Force as a career
3. Will most likely continue in/with the Air Force
4. May continue in/with the Air Force
5. Will most likely not make the Air Force a career
6. Will separate/terminate from the Air Force as soon as possible

NOTE: Variable 008, Statement 11 was added to the OAP on 19 Jan 80 and replaced variable 014 which appears on page 6. Although no longer used, Variable 014 is still shown because data collected from about 25,000 samples for this variable are still in the data base.

FACTORS

Each 800 series factor consists of two or more variables which correspond to statements in the OAP. A mean score can be derived for each factor except 805, 807, 808, 809 and 825 by using a "straight average." The formula for computing the exceptions is indicated.

FACTOR 800 - SKILL VARIETY: Measures the degree to which a job requires a variety of different tasks or activities in carrying out the work; involves the use of a number of different skills and talents of the worker; skills required are valued by the worker.

Variable  
Number

Statement  
Number

201

17

Statement

To what extent does your job require you to do many different things, using a variety of your talents and skills?

212

29

To what extent does your job require you to use a number of complex skills?

FACTOR 801 - TASK IDENTITY: Measures the degree to which the job requires completion of a "whole" and identifiable piece of work from beginning to end.

Variable  
Number

Statement  
Number

202

18

Statement

To what extent does your job involve doing a whole task or unit of work?

211

28

To what extent does your job provide you with a chance to finish completely the piece of work you have begun?

FACTOR 802 - TASK SIGNIFICANCE: Measures the degree to which the job has a substantial impact on the lives or work of others; the importance of the job.

Variable Number	Statement Number	Statement
203	19	To what extent is your job significant in that it affects others in some important way?
210	27	To what extent does doing your job well affect a lot of people?

FACTOR 803 (NOT USED)

FACTOR 804 - JOB FEEDBACK: Measures the degree to which carrying out the work activities required by the job results in the worker obtaining clear and direct information about job outcomes or information on good and poor performance.

Variable Number	Statement Number	Statement
272	22	To what extent are you able to determine how well you are doing your job without feedback from anyone else?
209	26	To what extent does your job provide the chance to know for yourself when you do a good job, and to be responsible for your own work?

FACTOR 805 - WORK SUPPORT: Measures the degree to which work performance is hindered by additional duties, details, inadequate tools, equipment, or work space.

Variable Number	Statement Number	Statement
206	23	To what extent do additional duties interfere with the performance of your primary job?
207	24	To what extent do you have adequate tools and equipment to accomplish your job?
208	25	To what extent is the amount of work space provided adequate?

Formula (8-206+207+208)/3

FACTOR 806 - NEED FOR ENRICHMENT INDEX (JOB DESIRES): Has to do with job related characteristics (autonomy, personal growth, use of skills, etc.) that the individual would like in a job.

Variable Number	Statement Number	Statement
		(In my job, I would like to have the characteristics described--from "not at all" to "an extremely large amount")
249	51	Opportunities to have independence in my work.
250	52	A job that is meaningful.
251	53	The opportunity for personal growth in my job.
252	54	Opportunities in my work to use my skills.
253	55	Opportunities to perform a variety of tasks.

FACTOR 807 - JOB MOTIVATION INDEX: A composite index derived from the six job characteristics that reflects the overall "motivating potential" of a job; the degree to which a job will prompt high internal work motivation on the part of job incumbents.

Index is computed using the following factors:

800	Skill variety
801	Task identity
802	Task significance
805	Performance barriers/blockages
813	Task autonomy
804	Job feedback

Formula (800+801+802+805)/4+813+804

FACTOR 808 - QJI TOTAL SCORE: Assesses one's perception of motivation provided by his or her job. This factor is a variation of a scale employed by other job motivation theorists.

Score is computed using the variables in the following formula:

Formula (V201+V202+V203+V270+V271+V272+8-V206+V207+V208+V209+V210+V211+V212+V213)

FACTOR 809 - JOB MOTIVATION INDEX ---- ADDITIVE: This factor is a variation of a scale employed by other job motivation theorists.

Index is computed using the following factors:

- 800 Skill variety
- 801 Task identity
- 802 Task significance
- 803 Performance barriers/blockages
- 804 Task autonomy
- 805 Work repetition

$$\text{Formula } ((800-801+802+803)/4) \times 813 \times 804$$

FACTOR 810 - JOB PERFORMANCE GOALS: Measures the extent to which job performance goals are clear, specific, realistic, understandable, and challenging.

Variable Number	Statement Number	Statement
217	34	To what extent do you know exactly what is expected of you in performing your job?
218	35	To what extent are your job performance goals difficult to accomplish?
219	36	To what extent are your job performance goals clear?
214	37	To what extent are your job performance goals specific?
221	38	To what extent are your job performance goals realistic?

FACTOR 811 - PRIDE: Measures the pride in one's work.

Variable Number	Statement Number	Statement
215	32	To what extent are you proud of your job?
215	46	To what extent does your work give you a feeling of pride?

11

FACTOR 812 - TASK CHARACTERISTICS: A combination of skill variety, task identity, task significance, and job feedback designed to measure several aspects of one's job.

Variable Number	Statement Number	Statement
201	17	To what extent does your job require you to do many different things, using a variety of your talents and skills?
202	18	To what extent does your job involve doing a whole task or unit of work?
203	19	To what extent is your job significant, in that it affects others in some important way?
212	22	To what extent are you able to determine how well you are doing your job without feedback from anyone else?
209	26	To what extent does your job provide the chance to try for yourself when you do a good job, and to be responsible for your own work?
210	27	To what extent does doing your job well affect a lot of people?
211	28	To what extent does your job provide you with a chance to finish completely the piece of work you have begun?
212	29	To what extent does your job require you to use a number of complex skills?

FACTOR 813 - TASK AUTONOMY: Measures the degree to which the job provides freedom to do the work as one sees fit; discretion in scheduling, decision making, and means for accomplishing a job.

Variable Number	Statement Number	Statement
210	20	To what extent does your job provide a great deal of freedom and independence in scheduling your work?
211	21	To what extent does your job provide a great deal of freedom and independence in selecting your own procedures to accomplish it?
213	30	To what extent does your job give you freedom to do your work as you see fit?
214	31	To what extent are you allowed to make the major decisions required to perform your job well?

12



FACTOR 814 - WORK REPETITION: Measures the extent to which one performs the same tasks or faces the same type of problems in his or her job on a regular basis.

Variable Number	Statement Number	Statement
226	39	To what extent do you perform the same tasks repeatedly within a short period of time?
227	40	To what extent are you faced with the same type of problem on a weekly basis?

FACTOR 815 (NOT USED)

FACTOR 816 - DESIRED REPETITIVE EASY TASKS: Measures the extent to which one desires his or her job involve repetitive tasks or tasks that are easy to accomplish.

Variable Number	Statement Number	Statement
255	56	A job in which tasks are repetitive.
258	57	A job in which tasks are relatively easy to accomplish.

FACTOR - JOB INFLUENCES (NOT A STATISTICAL FACTOR):

Variable Number	Statement Number	Statement
216	33	To what extent do you feel accountable to your supervisor in accomplishing your job?
238	42	To what extent do co-workers in your work group maintain high standards of performance?

FACTOR 817 - ADVANCEMENT/RECOGNITION: Measures one's awareness of advancement and recognition, and feelings of being prepared (i.e., learning new skills for promotion).

Variable Number	Statement Number	Statement
234	41	To what extent are you aware of promotion/advancement opportunities that affect you?
239	43	To what extent do you have the opportunity to progress up your career ladder?

13

240	44	To what extent are you being prepared to accept increased responsibility?
241	45	To what extent do people who perform well receive recognition?
276	47	To what extent do you have the opportunity to learn skills which will improve your promotion potential?

FACTOR 818 - MANAGEMENT and SUPERVISION (A): Measures the degree to which the worker has high performance standards and good work procedures. Measures support and guidance received, and the overall quality of supervision.

Variable Number	Statement Number	Statement
404	58	My supervisor is a good planner.
405	59	My supervisor sets high performance standards.
410	60	My supervisor encourages teamwork.
411	61	My supervisor represents the group at all times.
412	62	My supervisor establishes good work procedures.
413	63	My supervisor has made his responsibilities clear to the group.
445	64	My supervisor fully explains procedures to each group member.
416	65	My supervisor performs well under pressure.

FACTOR - MANAGEMENT and SUPERVISION (B): (NOT A STATISTICAL FACTOR)

Variable Number	Statement Number	Statement
424	66	My supervisor takes time to help me when needed.
434	71	My supervisor lets me know when I am doing a poor job.
439	75	When I need technical advice, I usually go to my supervisor.

14

**FACTOR 819 - SUPERVISORY COMMUNICATIONS CLIMATE:** Measures the degree to which the worker perceives that there is good rapport with supervisors, that there is a good working environment, that innovation for task improvement is encouraged, and that rewards are based upon performance.

Variable Number	Statement Number	Statement
426	67	My supervisor asks members for their ideas on task improvements.
428	68	My supervisor explains how my job contributes to the overall mission.
431	69	My supervisor helps me set specific goals.
433	70	My supervisor lets me know when I am doing a good job.
435	72	My supervisor always helps me improve my performance.
436	73	My supervisor insures that I get job related training when needed.
437	74	My job performance has improved due to feedback received from my supervisor.
442	76	My supervisor frequently gives me feedback on how well I am doing my job.

**FACTOR 820 - ORGANIZATIONAL COMMUNICATIONS CLIMATE:** Measures the degree to which the worker perceives that there is an open communications environment in the organization, and that adequate information is provided to accomplish the job.

Variable Number	Statement Number	Statement
300	82	Ideas developed by my work group are readily accepted by management personnel above my supervisor.
301	83	My organization provides all the necessary information for me to do my job effectively.
302	84	My organization provides adequate information to my work group.
303	85	My work group is usually aware of important events and situations.
304	86	My complaints are aired satisfactorily.
309	91	The information in my organization is widely shared so that those needing it have it available.

15

314	96	My organization has clear-cut goals.
317	99	The goals of my organization are reasonable.
318	100	My organization provides accurate information to my work group.

**FACTOR 821 - WORK GROUP EFFECTIVENESS:** Measures one's view of the quantity, quality, and efficiency of work generated by his or her work group.

Variable Number	Statement Number	Statement
259	77	The quantity of output of your work group is very high.
260	78	The quality of output of your work group is very high.
261	79	When high priority work arises, such as short suspenses, crash programs, and schedule changes, the people in my work group do an outstanding job in handling these situations.
264	80	Your work group always gets maximum output from available resources (e.g., personnel and material).
265	81	Your work group's performance in comparison to similar work groups is very high.

**FACTOR - WORK INTERFERENCES (NOT A STATISTICAL FACTOR):** Identifies things that impede an individual's job performance.

Variable Number	Statement Number	Statement
277	48	To what extent do you have the necessary supplies to accomplish your job?
278	49	To what extent do details (task not covered by primary or additional duty descriptions) interfere with the performance of your primary job?
279	50	To what extent does a bottleneck in your organization seriously affect the flow of work either to or from your group?

16

FACTOR 822 - JOB RELATED SATISFACTION: Measures the degree to which the worker is generally satisfied with factors surrounding the job.

Variable Number	Statement Number	Statement
705	101	Feeling of Helpfulness The chance to help people and improve their welfare through the performance of my job. The importance of my job performance to the welfare of others.
709	102	Co-worker Relationships My amount of effort compared to the effort of my co-workers, the extent to which my co-workers share the load, and the spirit of teamwork which exists among my co-workers.
710	103	Family Attitude Toward Job The recognition and the pride my family has in the work I do.
717	106	Work Schedule My work schedule; flexibility and regularity of my work schedule; the number of hours I work per week.
718	107	Job Security
719	108	Acquired Valuable Skills The chance to acquire valuable skills in my job which prepare me for future opportunities
723	109	My Job as a Whole

FACTOR 823 - JOB RELATED TRAINING: Measures the extent to which one is satisfied with on-the-job and technical training received.

Variable Number	Statement Number	Statement
711	104	On-the-Job Training (OJT) The OJT instructional methods and instructors' competence.
712	105	Technical Training (Other than OJT) The technical training I have received to perform my current job.

17

FACTOR 824 - GENERAL ORGANIZATIONAL CLIMATE: Measures the individual's perception of his or her organizational environment as a whole (i.e. spirit of teamwork, communications, organizational pride, etc.).

Variable Number	Statement Number	Statement
305	87	My organization is very interested in the attitudes of the group members toward their jobs.
306	88	My organization has a very strong interest in the welfare of its people.
307	89	I am very proud to work for this organization.
308	90	I feel responsible to my organization in accomplishing its mission.
310	92	Personnel in my unit are recognized for outstanding performance.
311	93	I am usually given the opportunity to show or demonstrate my work to others.
312	94	There is a high spirit of teamwork among my co-workers.
313	95	There is outstanding cooperation between work groups of my organization.
315	97	I feel motivated to contribute my best efforts to the mission of my organization.
316	98	My organization rewards individuals based on performance.

FACTOR 825 - MOTIVATION POTENTIAL SCORE: This factor is another variation of a scale employed by other job motivation theorists. The score ranges between 1 and 343 with 109 being the Air Force average. Low scores indicate a poorly motivating job. Score is computed using the following factors:

800	Skill variety
801	Task identity
802	Task significance
804	Job feedback
813	Task autonomy

Formula ( (800+801+802)/3)\*813\*804

18

# VARIABLES

Variable Number	Factor	Statement Number
-----------------	--------	------------------

201	800/812	17
-----	---------	----

202	801/812	18
-----	---------	----

203	802/812	19
-----	---------	----

204 & 205	--	--
-----------	----	----

206	805	23
-----	-----	----

207	805	24
-----	-----	----

208	805	25
-----	-----	----

209	804/812	26
-----	---------	----

210	802/812	27
-----	---------	----

211	801/812	28
-----	---------	----

212	800/812	29
-----	---------	----

# Statement

To what extent does your job require you to do many different things, using a variety of your talents and skills?

To what extent does your job involve doing a whole task or unit of work?

To what extent is your job significant, in that it affects others in some important way?

(Not used)

To what extent do additional duties interfere with the performance of your primary job?

To what extent do you have adequate tools and equipment to accomplish your job?

To what extent is the amount of work space provided adequate?

To what extent does your job provide the chance to know for yourself when you do a good job, and to be responsible for your own work?

To what extent does doing your job well affect a lot of people?

To what extent does your job provide you with a chance to finish completely the piece of work you have begun?

To what extent does your job require you to use a number of complex skills?

Variable Number	Factor	Statement Number
-----------------	--------	------------------

213	813	30
-----	-----	----

214	813	31
-----	-----	----

215	811	32
-----	-----	----

216*	--	33
------	----	----

217	810	34
-----	-----	----

218	810	35
-----	-----	----

219 & 220	--	--
-----------	----	----

221	810	38
-----	-----	----

222-225	--	--
---------	----	----

226	814	39
-----	-----	----

227	814	40
-----	-----	----

# Statement

To what extent does your job give you freedom to do your work as you see fit?

To what extent are you allowed to make the major decisions required to perform your job well?

To what extent are you proud of your job?

To what extent do you feel accountable to your supervisor in accomplishing your job?

To what extent do you know exactly what is expected of you in performing your job?

To what extent are your job performance goals difficult to accomplish?

(Not used)

To what extent are your job performance goals realistic?

(Not used)

To what extent do you perform the same tasks repeatedly within a short period of time?

To what extent are you faced with the same type of problem on a weekly basis?

\* This variable is an element of "job influences" (not a statistical factor).

Variable Number	Factor	Statement Number	Variable Number	Factor	Statement Number
228-233	--	--	256 & 257	--	--
234	817	41	258	816	57
235-237	--	--	259	821	77
238*	--	42	260	821	78
239	817	43	261	821	79
240	817	44	262 & 263	--	--
241	817	45	264	821	80
242-248	--	--	265	821	81
249	806	51	266-269	--	--
250	806	52	270	813	20
251	806	53	271	813	21
252	806	54	272	804/812	22
253	806	55			
254	--	--			
255	816	56			

\* This variable is an element of "job influences" (not a statistical factor).

Variable  
Number

Factor

Statement  
Number

273 810 36 To what extent are your job performance goals clear?

274 810 37 To what extent are your job performance goals specific?

275 811 46 To what extent does your work give you a feeling of pride?

276 817 47 To what extent do you have the opportunity to learn skills which will improve your promotion potential?

277\*\* -- 49 To what extent do you have the necessary supplies to accomplish your job?

278\*\* -- 49 To what extent do details (task not covered by primary or additional duty descriptions) interfere with the performance of your primary job?

279\*\* -- 50 To what extent does a bottleneck in your organization seriously affect the flow of work either to or from your group?

280-299 -- -- (Not used)

300 820 82 Ideas developed by my work group are readily accepted by management personnel above my supervisor.

301 820 83 My organization provides all the necessary information for me to do my job effectively.

302 820 84 My organization provides adequate information to my work group.

\*\* These variables are elements of "work interferences" (not a statistical factor).

Variable  
Number

Factor

Statement  
Number

303 820 85 My work group is usually aware of important events and situations.

304 820 86 My complaints are aired satisfactorily.

305 824 87 My organization is very interested in the attitudes of the group members toward their jobs.

306 824 88 My organization has a very strong interest in the welfare of its people.

307 824 89 I am very proud to work for this organization.

308 824 90 I feel responsible to my organization in accomplishing its mission.

309 820 91 The information in my organization is widely shared so that those needing it have it available.

310 824 92 Personnel in my unit are recognized for outstanding performance.

311 824 93 I am usually given the opportunity to show or demonstrate my work to others.

312 824 94 There is a high spirit of teamwork among my co-workers.

313 824 95 There is outstanding cooperation between work groups of my organization.

Variable  
Number

Factor

Statement  
Number

Statement

314 820 96 My organization has clear-cut goals.  
315 824 97 I feel motivated to contribute my best efforts to the mission of my organization.  
316 824 98 My organization rewards individuals based on performance.  
317 820 99 The goals of my organization are reasonable.  
318 820 100 My organization provides accurate information to my work group.  
319-403 -- -- (Not used)  
404 818 58 My supervisor is a good planner.  
405 818 59 My supervisor sets high performance standards.  
406-409 -- -- (Not used)  
410 818 60 My supervisor encourages teamwork.  
411 818 61 My supervisor represents the group at all times.  
412 818 62 My supervisor establishes good work procedures.  
413 818 63 My supervisor has made his responsibilities clear to the group.  
414 & 415 -- -- (Not used)  
416 818 65 My supervisor performs well under pressure.  
417-423 -- -- (Not used)  
424\*\*\* -- 66 My supervisor takes time to help me when needed.  
425 -- -- (Not used)

\*\*\* This variable is an element of "supervisory assistance" (not a statistical factor).

25

Variable  
Number

Factor

Statement  
Number

Statement

426 819 67 My supervisor asks members for their ideas on task improvements.  
427 -- -- (Not used)  
428 819 68 My supervisor explains how my job contributes to the overall mission.  
429 & 430 -- -- (Not used)  
431 819 69 My supervisor helps me set specific goals.  
432 -- -- (Not used)  
433 819 70 My supervisor lets me know when I am doing a good job.  
434\*\*\* -- 71 My supervisor lets me know when I am doing a poor job.  
435 819 72 My supervisor always helps me improve my performance.  
436 819 73 My supervisor insures that I get job related training when needed.  
437 819 74 My job performance has improved due to feedback received from my supervisor.  
438 -- -- (Not used)  
439\*\*\* -- 75 When I need technical advice, I usually go to my supervisor.  
440 & 441 -- -- (Not used)  
442 819 76 My supervisor frequently gives me feedback on how well I am doing my job.  
443 & 444 -- -- (Not used)  
445 818 64 My supervisor fully explains procedures to each group member.  
446-704 -- -- (Not used)

\*\*\* These variables are elements of "supervisory assistance" (not a statistical factor).

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<u>Variable Number</u>	<u>Factor</u>	<u>Statement Number</u>	<u>Statement</u>
705	822	101	Feeling of Helpfulness The chance to help people and improve their welfare through the performance of my job. The importance of my job performance to the welfare of others.
706-708	--	--	(Not used)
709	822	102	Co-worker Relationships My amount of effort compared to the effort of my co-workers, the extent to which my co-workers share the load, and the spirit of teamwork which exists among my co-workers.
710	822	103	Family Attitude Toward Job The recognition and the pride my family has in the work I do.
711	823	104	On-the-Job Training (OJT) The OJT instructional methods and instructors' competence.
712	823	105	Technical Training (Other than OJT) The technical training I have received to perform my current job.
713-716	--	--	(Not used)
717	822	106	Work Schedule My work schedule; flexibility and regularity of my work schedule; the number of hours I work per week.
718	822	107	Job Security
719	822	108	Acquired Valuable Skills The chance to acquire valuable skills in my job which prepare me for future opportunities.
720-722	--	--	(Not used)
723	822	109	My Job as a Whole
724-999	--	--	(Not used)



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# APPENDIX

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## APPENDIX B

### U.S. AIR FORCE SPOUSE SURVEY: VARIABLES AND FACTORS



**U. S. AIR FORCE  
SPOUSE SURVEY**

**VARIABLES  
AND  
FACTORS**

**JANUARY 1986**

**LEADERSHIP AND MANAGEMENT DEVELOPMENT CENTER  
AIR UNIVERSITY  
Maxwell Air Force Base, Alabama 36112-5712**

The U.S. Air Force Spouse Survey is a 77-item attitudinal survey developed by the Leadership and Management Development Center (LMDC) to examine the relationship between spouse and family attitudes, and the member's job satisfaction and career intentions. It serves three main purposes (a) to provide a recurring measure of attitudes, opinions, and beliefs of Air Force spouses, (b) to link responses of Air Force members with those of their spouses, and (c) to determine the effect of spouses' attitudes on the members' job and retention.

Items of the survey are divided into two sections, demographic and attitudinal. The first section contains 15 items that are essentially demographic in nature; the second section consists of 58 items grouped into 14 statistical factors which measure such areas as the spouse's identification with the Air Force lifestyle, and perceptions of how various sources (such as base services and TDY) influence the member's career intentions, and spouse's desire for career intention. Four additional items are not included in the statistical factors because of problems interpreting their responses or because they did not lead to a factor during analysis; however, data from these items are included in the data base.

The Spouse Survey may be administered either by itself or in conjunction with another LMDC attitudinal survey, the Organizational Assessment Package (OAP). The OAP focuses on members' jobs, leadership effectiveness and organizational issues and is administered to a census of the organization to which LMDC has been invited as a part of the LMDC consultation process. The OAP is administered to military and civilian members of the organization in group sessions. They are assured of the confidentiality of the individual survey response sheets (which are processed at Maxwell AFB where the consultants analyze the data for feedback to the organization in approximately five to six weeks).

When the Spouse Survey is administered in conjunction with the OAP survey, members are first instructed to complete a special section of the Spouse Survey response sheet with codes that permit members' responses to the OAP to be matched with those of their spouses, and then the members are told to ask their spouses to complete the Spouse Survey and return it in a sealed envelope to a local, central collection point. When the Spouse Survey is administered by itself, packages containing instructions, a survey booklet, and a self-addressed return envelope are mailed to the participants. In both cases, the Spouse Survey response sheets are returned in sealed envelopes so only LMDC personnel see completed response sheets. This collection process allows

confidentiality similar to that given to members completing the OAP.

Both the Spouse and OAP surveys use a seven-point Likert response scale. This facilitates administration and a high comparability of the data bases. The data for the Spouse Survey and the OAP survey are stored in separate, cumulative data bases and may be retrieved by demographics such as personnel category, age, sex, spouse employment status, and educational level. The data for members and spouses may be analyzed jointly by using the survey matching codes, thus allowing examination of the correlations between the attitudes of military members and their spouses.

The Spouse Survey data base is kept in two files: a matched Spouse-OAP data file containing approximately 8,500 cases and a "Spouse only" data file, which includes additional spouse data that did not match (for various reasons) with OAP data. This second file allows retention of data which could not be stored in the matched data file. Thus, this data file is larger, containing over 11,000 cases.

Since January 1982, the Spouse Survey has been administered to personnel from 34 bases, 22 in the CONUS, and 12 overseas. Responses from officers' spouses make up 23% of the data base, with spouses of enlisted members accounting for 68%, the remaining 9% being spouses of Air Force civilian employees. Thirteen percent of the respondents are male and 87% are female. (These demographics are from the "spouse only" data file).

# U.S. AIR FORCE SPOUSE SURVEY

## VARIABLES AND FACTORS

### Variables

Variable	Item Number	Survey Statement Response Options
AGE *	--	Age of survey respondent
SEX *	--	Sex of survey respondent
PERCAT *	--	Personnel category (officer, enlisted, or civilian) of Air Force member
GRADE *	--	Pay Grade (e.g., 01, 06, 14) of Air Force member

\* When Spouse Survey data are matched with OAP data, the above variables are recoded (as indicated below) to differentiate them from OAP variables with the same names.

SAGE	--	Age of survey respondent
SSEX	--	Sex of survey respondent
SPERCAT	--	Personnel category (officer, enlisted, or civilian) of Air Force member
SGRADE	--	Pay Grade (e.g., 01, 06, 14) of Air Force member

S1            1.        How many years does your spouse have in  
                              in the Air Force?

1. Less than 1 year.
2. More than 1 year, less than 2 years.
3. More than 2 years, less than 3 years.
4. More than 3 years, less than 4 years.
5. More than 4 years, less than 8 years.
6. More than 8 years, less than 12 years.
7. More than 12 years.

- S2            2.            How many months have you been at this location (base) during this assignment?
1.    Less than 1 month.
  2.    More than 1 month, less than 6 months.
  3.    More than 6 months, less than 12 months.
  4.    More than 12 months, less than 18 months.
  5.    More than 18 months, less than 24 months.
  6.    More than 24 months, less than 36 months.
  7.    More than 36 months.
- S3            3.            How many years have you been married to your spouse?
1.    Less than 1 year.
  2.    More than 1 year, less than 4 yrs.
  3.    More than 4 years, less than 8 yrs.
  4.    More than 8 years, less than 12 yrs.
  5.    More than 12 years, less than 16 yrs.
  6.    More than 16 years, less than 20 yrs.
  7.    More than 20 years.
- S4            4.            Where do you live?
1.    On the base to which my spouse is assigned
  2.    On another military installation
  3.    Off base, renting
  4.    Off base, buying
- S5            5.            If you live on base, why?
1.    I live off base.
  2.    Quality and availability of schools.
  3.    Off base housing is too expensive.
  4.    Off base housing is not available.
  5.    Requirements of spouse's job.
  6.    Base housing occupancy requirements.
  7.    Other

- S6            6.        If you live off base, why?
1. I live on base.
  2. Quality and availability of schools.
  3. Base housing not available.
  4. Investment in housing is part of our financial plan.
  5. Requirements of spouse's job.
  6. Base housing does not meet our requirements. (Space, design, etc.)
  7. Other
- S7            7.        What is your Ethnic Group?
1. American Indian or Alaskan Native
  2. Asian or Pacific Islander
  3. Black, not of Hispanic Origin
  4. Hispanic
  5. White, not of Hispanic Origin
  6. Other
- S8            8.        What is the highest educational level you have obtained?
1. Non-high school graduate
  2. High school graduate or GED
  3. Less than 2 years college
  4. Two years or more college
  5. Bachelors degree
  6. Masters degree
  7. Doctoral degree
- S9            9.        How many children do you have?
- |         |               |
|---------|---------------|
| 1. None | 5. 4 or 5     |
| 2. 1    | 6. 6, 7, or 8 |
| 3. 2    | 7. 9 or more  |
| 4. 3    |               |
- S10          10.       How many children presently live at home?
- |         |               |
|---------|---------------|
| 1. None | 5. 4 or 5     |
| 2. 1    | 6. 6, 7, or 8 |
| 3. 2    | 7. 9 or more  |
| 4. 3    |               |

- S11            11.            Are you employed in an income producing job
1. No, and do not want to be employed.
  2. No, would like to work but cannot find employment.
  3. Yes, part time.
  4. Yes, active duty military.
  5. Yes, federal civil service.
  6. Yes, other full time employment.
- S12            12.            If you are employed, what is your usual work schedule?
1. Not employed
  2. Day shift, normally stable hours
  3. Swing shift (about 4 P.M. to 8 P.M.)
  4. Mid shift (about midnight to 8 A.M.)
  5. Rotating shift schedule
  6. Day or shift work with irregular or unstable hours
  7. Frequent travel or frequently on-call to report to work
- S13            13.            If you are employed, why do you work?
1. Not employed
  2. Financial necessity
  3. To earn "extra" money
  4. Personal growth and development
  5. Professional growth and development
  6. Other
- S14            14.            Are you a student?
1. No
  2. Yes, full time undergraduate
  3. Yes, part time undergraduate
  4. Yes, full time graduate
  5. Yes, part time graduate
  6. Other
- S15            15.            Do you do volunteer work?
1. No
  2. Yes, on base
  3. Yes, off base
  4. Yes, on and off base



## Factors

FACTOR 1. IDENTIFICATION WITH THE AIR FORCE. Measures spouse's identification with the Air Force, to include commitment to the Air Force, endorsement of Air Force values, and value of the Air Force career.

Response Options for variables S16, S17, S19, S22, and S27:

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

Variable	Item Number	Survey Statement Response Options
S16	16.	I feel involved with the Air Force life-style.
S17	17.	I would recommend an Air Force career for any young man or woman, including a son or daughter of mine.
S19	19.	An Air Force career has as much prestige and status as a civilian career.
S22	22.	The Air Force has made considerable efforts to make service life more attractive for members and their families.
S27	27.	I am glad my spouse chose the Air Force as a career.
S44	44.	Which of the following best describes your desires for your spouse's career or employment intentions? <ol style="list-style-type: none"> <li>1. I would like my spouse to separate/terminate from the Air Force as soon as possible.</li> <li>2. For the most part, I would like my spouse to not make the Air Force a career.</li> <li>3. I am undecided as to my desires concerning my spouse making the Air Force a career.</li> </ol>

Variable	Item Number	Survey Statement Response Options
----------	-------------	--------------------------------------

4. For the most part, I would like my spouse to make the Air Force a career.

5. I would like my spouse to make the Air Force a career.

\* 6. I would like my spouse to retire in the next 12 months.

S45	45.	Your spouse may have different career intentions than you would hope. Which of the following best describes your spouse's career or employment intentions?
-----	-----	--

1. Will separate/terminate from the Air Force as soon as possible.

2. Will most likely not make the Air Force a career.

3. May continue in/with the Air Force.

4. Will most likely continue in/with the Air Force as a career.

5. Will continue in/with the Air Force as a career.

\* 6. Planning to retire in the next 12 months.

\* If a respondent answers with option "6," that case is not considered for factor score analysis.

Response Options for variable S71:

1 = Not at all

2 = To a very little extent

3 = To a little extent

4 = To a moderate extent

5 = To a fairly large extent

6 = To a great extent

7 = To a very great extent

S71	71.	To what extent would you be happier if your spouse was doing a similar job only as a civilian?
-----	-----	--

Formula:  $F1 = (S16+S17+S19+S22+S27+S44+S45+(8-S71))/8.$

FACTOR 2. JOB BENEFITS AS A RETENTION INFLUENCE. Measures spouse's perception of how selected job benefits influence career intention and spouse's desire for career intention.

Response Options for all variables in Factor 2:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

To what extent do you believe each of the following is important in determining your spouse's career intention?

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
S49	49.	Medical/dental benefits
S50	50.	Job security
S51	51.	Retirement

To what extent do you believe each of the following is important in how you feel about your spouse's career intention.

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
S57	57.	Medical/dental benefits
S58	58.	Job security
S59	59.	Retirement

Formula:  $F2 = (S49+S50+S51+S57+S58+S59) / 6.$

FACTOR 3, TDY ATTITUDES. Measures spouse's perceptions of how the member's TDY affects the family's lifestyle, member's career intentions and desirability of the Air Force life.

Response Options for all variables in Factor 3:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

Variable	Item Number	Survey Statement
S64	64.	To what extent does the <u>frequency</u> of your spouse's TDY affect your family's life?
S65	65.	To what extent do the <u>length</u> of your spouse's TDYs affect your family's life?
S66	66.	To what extent do you believe TDY requirements influence your spouse's career intentions?
S67	67.	To what extent do the TDY requirements of your spouse's job influence your opinion of the desirability of the Air Force lifestyle?

Formula:  $F3 = (S64+S65+S66+S67)/4.$

FACTOR 4. SATISFACTION/PRESTIGE AS RETENTION INFLUENCE. Measures spouse's feelings about the importance of the member's job satisfaction, status, and rate of pay as influences on retention and spouse's desire for career intention.

Response Options for all variables in Factor 4:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
-----------------	------------------------	-------------------------

To what extent do you believe each of the following is important in determining your spouse's career intention?

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
-----------------	------------------------	-------------------------

S46	46.	Job satisfaction
S47	47.	Status and prestige
S48	48.	Rate of pay

To what extent do you believe each of the following is important in how you feel about your spouse's career intention.

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
S54	54.	Job satisfaction
S55	55.	Status and prestige
S56	56.	Rate of pay

Formula:  $F4 = (S46+S47+S48+S54+S55+S56)/6.$

FACTOR 5, RECREATION FACILITIES. Measures spouse's satisfaction with various recreational services provided by the installation (base).

Response Options for all variables in Factor 5:

- |  |                          |
|--|--------------------------|
| 1 = Extremely dissatisfied             | 5 = Slightly satisfied   |
| 2 = Moderately dissatisfied            | 6 = Moderately satisfied |
| 3 = Slightly dissatisfied              | 7 = Extremely satisfied  |
| 4 = Neither satisfied nor dissatisfied |                          |

For the various services indicated below, please indicate your level of satisfaction.

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
S37	37.	Recreation center
S38	38.	Base library
S39	39.	Auto hobby shop
S40	40.	Bowling Center
S41	41.	Golf
S42	42.	Arts and Crafts

Formula:  $F5 = (S37+S38+S39+S40+S41+S42)/6.$

FACTOR 6. IDENTIFICATION WITH JOB. Measures spouse's identification with member's job, to include pride and importance of member's job.

Response Options for variables S25, S26, and S28.

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

Variable	Item Number	Survey Statement
S25	25.	My spouse's abilities are fully used in his/her current job.
S26	26.	My spouse has an important job.
S28	28.	My spouse feels positive about his/her contribution to the Air Force.

Response Options for variables S70 and S72:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

Variable	Item Number	Survey Statement
S70	70.	To what extent are you proud of your spouse's job?
S72	72.	To what extent would you like your spouse to change the job he/she is now doing, but remain in the Air Force?

Formula:  $F6 = (S25+S26+S28+S70+(8-S72))/5.$

FACTOR 7. SERVICES--BASIC NEEDS. Measures spouse's satisfaction with various basic services provided by the installation (base).

Response Options for all variables in Factor 7:

- |  |                          |
|--|--------------------------|
| 1 = Extremely dissatisfied             | 5 = Slightly satisfied   |
| 2 = Moderately dissatisfied            | 6 = Moderately satisfied |
| 3 = Slightly dissatisfied              | 7 = Extremely satisfied  |
| 4 = Neither satisfied nor dissatisfied |                          |

For the various services listed below, please indicate your level of satisfaction.

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
S33	33.	Base Exchange
S34	34.	Commissary
S35	35.	Military Medical Care
S36	36.	Open Mess
S43	43.	Child Care

Formula:  $F7 = (S33+S34+S35+S36+S43)/5.$



FACTOR 8, TIME PRESSURE. Measures spouse's perceptions of the degree to which the Air Force job requires extra time on the member's part, thereby creating stress on the family.

Response Options for variables S23, S24, and S29.

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
S23	23.	My spouse has to devote more time to "staying competitive" for promotion by means of service schools, college degrees, etc., than does his/her civilian counterpart.
S24	24.	My spouse has been under a lot of pressure as a result of his/her Air Force job.
S29	29.	My spouse has to devote more time to his/her job than his/her civilian counterpart.

Response Options for variable S68:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
S68	68.	To what extent do your spouse's duty hours disrupt your family life?

Formula:  $F8 = (S23+S24+S29+S68)/4.$

FACTOR 9. "OTHER" INFLUENCES ON CAREER DECISION. Measures spouse's perception of the degree, to which other, unspecified factors influence member's career intentions and spouse's desire for career intention.

Response Options for all variables in Factor 9:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

Variable	Item Number	Survey Statement
S53	53.	To what extent do you believe "Other" factors are important in determining your spouse's career intentions?
S61	61.	To what extent do you believe "Other" factors are important in how you feel about your spouse's career intention?

Formula:  $F9 = (S53+S61)/2.$

FACTOR 10. PATRIOTISM AS CAREER INFLUENCE. Measures spouse's perceptions of how feelings of patriotism affect member's career intention and spouse's desire for career intention.

Response Options for all variables in Factor 10:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

Variable	Item Number	Survey Statement
S52	52.	To what extent do you believe patriotism is important in determining your spouse's career intention?
S60	60.	To what extent do you believe patriotism is important in how you feel about your spouse's career intention?

Formula:  $F10 = (S52+S60)/2.$

FACTOR 11. DESIRE FOR INFORMATION ABOUT JOB. Measures spouse's desire for information about the Air Force and the member's job.

Response Options for all variables in Factor 11:

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

Variable	Item Number	Survey Statement
S20	20.	I am interested in being informed and kept up-to-date on subjects related to the Air Force role and mission.
S21	21.	It is important for me to know about the kind of work my spouse is doing.

Formula:  $F11 = (S20+S21)/2$

FACTOR 18, PROTOCOL/PRESTIGE. Measures spouse's perceptions of the importance of status-related activities in the member's job satisfaction, career intention and progression, and in the spouse's desire for career intention.

Response Options for variable S18:

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

Variable	Item Number	Survey Statement
S18	18.	My participation in base or organizational activities is essential for my spouse to achieve his/her full promotion potential in the Air Force.

Response Options for variables S47 and S55:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

Variable	Item Number	Survey Statement
S47	47.	To what extent do you believe job satisfaction is important in determining your spouse's career intention?
S55	55.	To what extent do you believe status and prestige are important in how you feel about your spouse's career intention?

Formula:  $F12 = (S18+S47+S55)/3.$

FACTOR 13. MEDICAL CARE. Measures spouse's perceptions of the effect of satisfaction with medical and dental care on member's career intention and spouse's desire for career intention.

Response Options for variables S35:

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
S35	35.	Indicate your level of satisfaction with Military Medical Care.

Response Options for variables S49 and S57:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
S49	49.	To what extent do you believe medical/dental benefits are important in determining your spouse's intentions?
S57	57.	To what extent do you believe medical/dental benefits are important in how you feel about your spouse's career intention?

Formula:  $F13 = (S35+S49+S57/3)$

FACTOR 14. EQUITY BETWEEN JOB AND FAMILY. Measures the degree to which the spouse perceives the member's compensation to be proportionate to the efforts the member puts forth.

Variable	Item Number	Survey Statement Response Options
S63	63.	How long does each TDY normally last?  1. Less than 3 days 2. More than 3 but less than 7 days 3. More than 7 but less than 14 days 4. More than 14 but less than 21 days 5. More than 21 but less than 30 days 6. More than 30 days 7. Duration varies widely

Response Options for variables S69 and S73:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

Variable	Item Number	Survey Statement
S69	69.	To what extent is your attitude about your spouse's job an important consideration to him/her?
S73	73.	To what extent do you believe that the pay and allowances earned by your spouse are in proportion to the job he/she performs?

Formula:  $F14 = ((8-S63)+S69+S73)/3.$

### Non-factored Variables

The following four variables did not load to the preceding factors. However, the responses to them are in the data base.

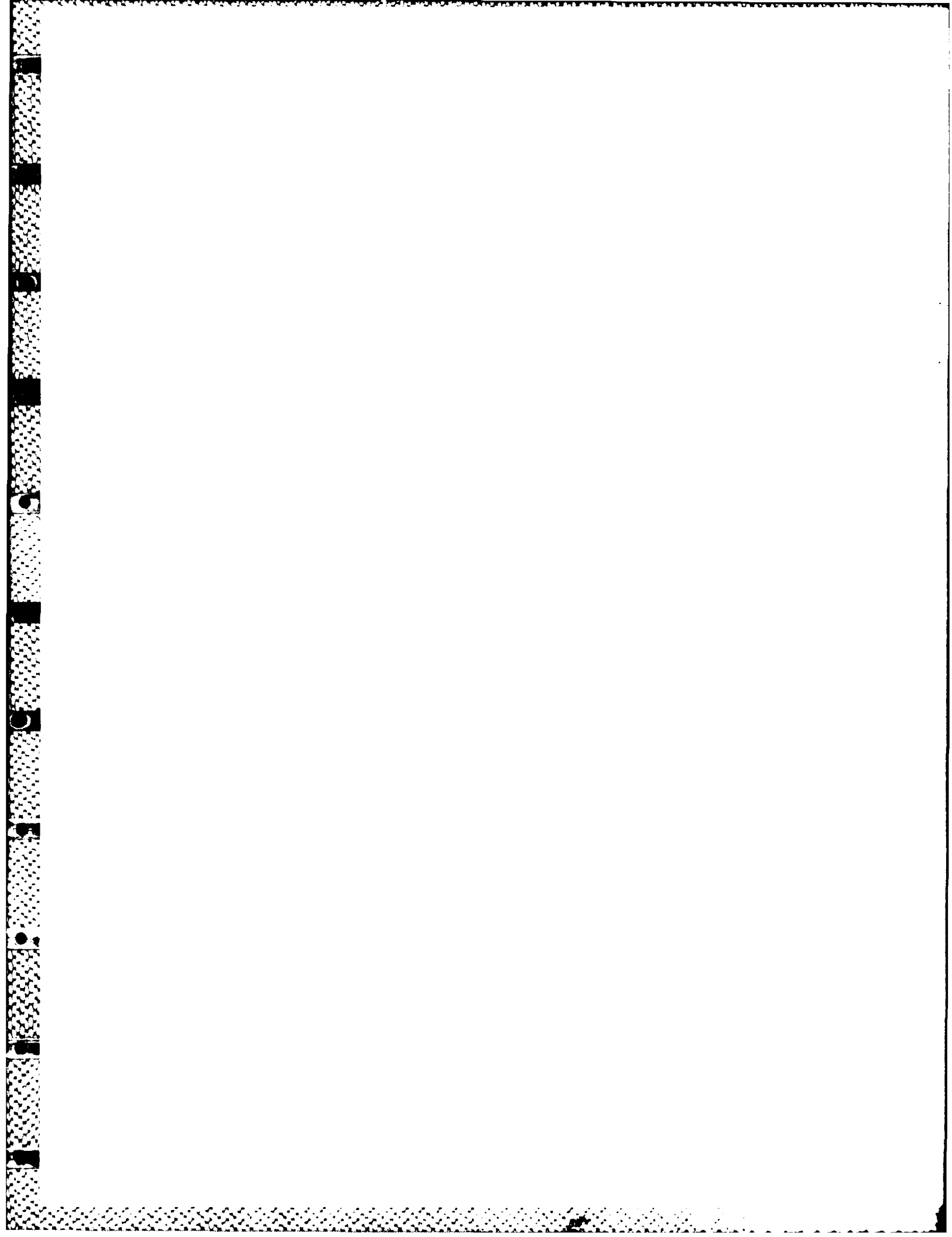
Response Options for non-factored variables S30, S31, and S32:

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u>
S30	30.	I would encourage my spouse to extend his/her military career if there were fewer moves.
S31	31.	The effect of PCS moves on family life is an important factor in my spouse's career decision.
S32	32.	Air Force leaders are sensitive to the needs of Air Force families.

TDY is defined as temporary military duty, and the maximum length of a TDY is 179 days.

<u>Variable</u>	<u>Item Number</u>	<u>Survey Statement</u> <u>Response Options</u>
S62	62.	My spouse's job requires him/her to be TDY:  1. Less than once a year 2. Once or twice a year 3. 3 to 5 times a year 4. 6 to 9 times a year 5. 9 to 11 times a year 6. Once or twice a month 7. More than twice a month





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# APPENDIX

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## APPENDIX C

### ORGANIZATIONAL ASSESSMENT PACKAGE SURVEY:

#### DEMOGRAPHICS

# Appendix C

## Table C-1

### Sex of Respondent

	Male	Female	n	TOTAL
AMN	94.0	6.0	83	1.5
A1C	85.9	14.1	623	11.4
SrA/Sgt	85.2	14.8	917	16.7
SSGT	90.4	9.6	1677	30.6
TSGT	96.9	3.1	1062	19.4
MSGT	98.7	1.3	778	14.2
SMSGT	99.6	0.4	238	4.3
CMSGT	100.0	0.0	99	1.8
TOTAL	92.1	7.9	5477	100%

## Table C-2

### Separate Geographical Location

	Geographically Separate	Not Geographically Separate	n	TOTAL
AMN	4.3	95.7	69	1.3
A1C	2.3	97.7	554	10.4
SrA/Sgt	2.4	97.6	880	16.5
SSGT	2.1	97.6	1654	31.1
TSGT	2.1	97.9	1058	19.9
MSGT	2.8	97.2	777	14.6
SMSGT	2.1	97.9	236	4.4
CMSGT	7.1	92.9	98	1.8
TOTAL	2.4	97.6	5326	100.0

NOTE. The n is the number of total valid responses for the item being examined.

Table C-3

## Spouse Employment Status

	Civilian-Employed Out of House	Not Employed Out of House	Military Member	n	TOTAL
AMN	24.6	73.9	1.4	69	1.3
A1C	31.6	52.7	15.7	554	10.4
SrA/Sgt	32.6	51.5	15.9	880	16.5
SSGT	35.4	51.3	13.3	1654	31.1
TSGT	40.4	52.6	19.9	1058	19.9
MSGT	45.9	49.2	4.9	777	14.6
SMSGT	45.8	49.2	5.1	236	4.4
CMSGT	48.0	48.0	4.1	98	1.8
TOTAL	37.6	51.6	10.8	5326	100.0

Table C-4

## Group Meetings Solve Problems

	Never	Occasionally	Half the Time	Always	n	TOTAL
AMN	18.1	37.3	22.9	21.7	83	1.5
A1C	24.4	40.7	17.2	17.7	615	11.4
SrA/Sgt	29.5	39.9	14.0	16.5	904	16.7
SSGT	26.7	40.4	16.2	16.8	1647	30.5
TSGT	20.8	42.9	18.0	18.3	1044	19.3
MSGT	15.0	42.2	20.4	22.5	775	14.3
SMSGT	5.1	39.2	31.6	24.1	137	4.4
CMSGT	8.1	42.4	22.2	27.3	99	1.8
TOTAL	22.6	41.0	17.8	18.5	5404	100.0

NOTE. The n is the number of total valid responses for the item being examined.

Table C-5  
Marital Status

	Not Married	Married	Single Parent	n	TOTAL
AMN	15.7	83.1	1.2	83	1.5
A1C	11.6	88.2	.2	628	11.5
SrA/Sgt	3.6	96.0	.4	917	16.7
SSGT	1.3	98.7	.1	1676	30.6
TSGT	.3	99.7	-	1061	19.4
MSGT	.3	99.6	.1	780	14.2
SMSGT	1.3	98.7	-	239	4.4
CMSGT	1.0	99.0	-	99	1.8
TOTAL	2.7	97.1	.1	5483	100.0

Table C-6  
Supervisor Writes Respondent AFR

	Yes	No	Not Sure	n	TOTAL
AMN	52.4	24.4	23.2	82	1.5
A1C	60.6	26.0	13.4	620	11.4
SrA/Sgt	65.6	24.3	10.1	913	16.8
SSGT	76.0	16.5	7.5	1664	30.6
TSGT	83.1	10.6	6.3	1055	19.4
MSGT	86.4	9.5	4.2	771	14.2
SMSGT	86.8	9.0	4.3	234	4.3
CMSGT	89.4	7.4	3.2	94	1.7
TOTAL	75.7	16.4	7.9	5433	100.0

NOTE. The n is the number of total valid responses for the item being examined.

Table C-7

## Age of Respondent

	17-20	21-25	26-30	31-35	36-40	41-45	46-50	≥50	n	TOTAL
AMN	44.6	51.8	3.6	-	-	-	-	-	83	1.5
A1C	26.0	62.7	10.7	.3	-	-	-	.3	628	11.4
SrA/Sgt	2.0	70.1	25.4	2.1	.1	.1	-	.3	917	16.7
SSGT	0.0	22.5	50.4	23.1	3.1	.4	-	.4	1678	30.6
TSGT	.1	.6	17.1	53.5	26.1	2.1	.1	.5	1062	19.4
MSGT	-	-	.9	28.2	52.7	17.4	.6	.1	780	14.2
SMSGT	-	-	-	4.6	48.5	40.6	5.4	.8	239	4.4
CMSGT	-	-	-	1.0	22.2	49.5	26.3	1.0	99	1.8
TOTAL	4.0	26.7	24.4	22.0	16.0	5.7	.8	.4	5486	100%

Table C-8

## Years in Air Force

	< 1	1-2	2-3	3-4	4-8	8-12	> 12	n	TOTAL
AMN	89.0	9.8	-	1.2	-	-	-	82	1.5
A1C	9.7	39.9	39.8	7.2	2.9	.3	.2	626	11.4
SrA/Sgt	.3	1.1	10.0	33.1	53.1	2.1	.3	913	16.7
SSGT	-	.1	.1	1.8	43.2	40.2	14.7	1676	30.6
TSGT	-	-	.2	-	1.4	22.0	76.4	1059	19.3
MSGT	-	-	-	-	.1	.9	99.0	779	14.2
SMSGT	.4	-	-	-	-	-	99.6	239	4.4
CMSGT	-	-	-	-	-	-	99.0	99	1.8
TOTAL	2.5	4.9	6.3	6.9	22.7	17.1	39.6	5473	100%

NOTE. The n is the number of total valid responses for the item being examined.

Appendix C

Table C-9

Months in Career Field

	< 6 Months	6 -12 Months	12-18 Months	18-36 Months	> 36 months	n	TOTAL
AMN	41.0	53.0	2.4	3.6	-	83	1.5
A1C	4.5	12.5	22.7	52.7	7.6	624	11.3
SrA/Sgt	2.1	2.8	2.1	19.8	73.3	913	16.7
SSGT	1.4	3.0	2.3	7.8	85.5	1669	30.6
TSGT	.9	1.3	2.4	4.7	90.7	1058	19.4
MSGT	1.3	1.7	1.8	3.0	92.3	778	14.3
SMSGT	1.7	.8	1.7	2.9	92.9	239	4.4
CMSGT	1.0	3.1	3.1	4.2	88.5	99	1.8
TOTAL	2.4	4.2	4.5	13.2	75.7	5463	100%

Table C-10

Months on Station

	< 6 Months	6 -12 Months	12-18 Months	18-36 Months	> 36 months	n	TOTAL
AMN	61.4	38.6	-	-	-	83	1.5
A1C	12.4	23.4	23.6	38.4	2.1	627	11.5
SrA/Sgt	11.5	15.8	13.7	37.7	21.3	912	16.7
SSGT	9.4	14.6	15.3	39.6	21.1	1676	30.6
TSGT	10.5	13.6	12.3	32.2	31.4	1062	19.4
MSGT	10.4	11.8	11.8	31.7	34.3	779	14.2
SMSGT	12.7	11.4	11.4	29.1	35.4	237	4.3
CMSGT	7.1	16.2	6.1	31.3	39.4	99	1.8
TOTAL	11.4	15.5	14.3	35.4	23.5	5475	100%

NOTE. The n is the number of total valid responses for the item being examined.

Table C-11  
Months in Position

	< 6 Months	6 -12 Months	12-18 Months	18-36 Months	> 36 months	n	TOTAL
AMN	71.1	28.9	-	-	-	83	1.5
A1C	22.4	28.5	21.2	26.3	1.6	624	11.4
SrA/Sgt	26.3	23.5	12.9	26.5	10.7	913	16.7
SSGT	27.9	23.2	16.2	23.1	9.5	1669	30.6
TSGT	26.3	22.1	15.2	24.8	11.6	1058	19.4
MSGT	24.2	23.5	17.1	23.4	11.8	778	14.2
SMSGT	25.1	18.4	14.2	29.7	12.6	239	4.4
CMSGT	16.2	28.3	11.1	30.3	14.1	99	1.8
TOTAL	26.5	23.7	15.7	24.5	9.6	5463	100%

Table C-12  
Ethnic Group

	American Indian/ Alaskan	Asian/ Pacific	Black Not Hispanic	Hispanic	White Not Hispanic	Other	n	TOTAL
AMN	-	-	8.4	2.4	86.7	2.4	83	1.5
A1C	1.3	1.9	8.8	3.7	82.1	2.2	625	11.5
SrA/Sgt	.8	1.8	8.6	5.3	80.2	3.4	908	16.6
SSGT	1.7	1.0	10.3	4.5	78.6	4.0	1669	30.6
TSGT	1.3	1.5	9.1	4.0	80.7	3.4	1059	19.4
MSGT	1.7	1.0	9.9	3.0	80.8	3.6	775	14.2
SMSGT	1.3	.4	9.2	5.5	81.5	2.1	238	4.4
CMSGT	1.0	-	7.1	-	87.8	4.1	98	1.8
TOTAL	1.4	1.3	9.4	4.1	80.4	3.4	5455	100%

NOTE. The n is the number of total valid responses for the item being examined.

## Appendix C

Table C-13  
Education Level

	Non High School	H.S. Grad/ GED	< 2 Years College	> 2 Years College	BA	MA	n	TOTAL
AMN	-	73.2	25.6	1.2	-	-	82	1.5
A1C	.2	52.7	32.2	11.9	2.9	.2	624	11.4
SrA/Sgt	.9	47.8	33.9	15.6	1.5	.3	912	16.7
SSGT	.3	37.9	41.0	16.9	3.5	.4	1672	30.6
TSGT	.3	34.3	37.4	22.7	4.6	.7	1060	19.4
MSGT	.1	20.7	41.4	30.4	5.9	1.4	777	14.2
SMSGT	-	8.4	28.9	47.3	11.7	3.8	239	4.4
CMSGT	-	8.2	24.5	44.9	17.3	5.1	98	1.8
TOTAL	-	36.8	37.1	20.8	4.2	.8	5464	100%

Table C-14

## PME

	Phase 1/2	Phase 3	Phase 4	SNCO Academy	SOS	ISS	SSS	None	n	TOTAL
AMN	-	-	-	-	-	7.0	-	92.8	83	1.5
A1C	7.8	-	-	-	-	7.7	-	83.7	626	11.4
SrA/Sgt	83.7	6.7	.5	.001	-	.5	-	8.5	917	16.7
SSGT	35.9	57.4	.5	-	.1	.1	-	1.1	1676	30.6
TSGT	8.1	40.8	44.8	1.6	.1	.5	.1	3.8	1061	19.4
MSGT	3.0	3.8	57.8	31.3	.5	.5	-	2.8	779	14.2
SMSGT	-	.4	7.5	89.5	.8	.4	1.2	-	239	4.4
CMSGT	-	-	3.0	88.8	4.0	-	.2	2.0	99	1.8
TOTAL	27.9	27.2	18.9	10.5	.3	1.3	.1	13.9	5480	100%

NOTE. The n is the number of total valid responses for the item being examined.



Table C-15

## Number of People Supervised

	None	1	2	3	4-5	6-8	9+	n	TOTAL
AMN	100.0	-	-	-	-	-	-	83	1.5
AIC	96.8	1.3	1.1	-	.5	-	.3	620	11.5
SrA/Sgt	71.3	10.0	8.6	4.4	4.2	1.3	.2	908	16.7
SSGT	44.7	12.1	12.4	8.4	12.9	5.4	4.0	1672	30.7
TSGT	27.3	9.5	10.7	7.9	16.0	12.9	15.7	1058	19.4
MSGT	21.9	10.3	8.2	9.5	16.5	11.3	22.3	777	14.2
SMSGT	18.6	7.6	10.5	8.0	20.3	12.7	22.4	237	4.3
CMSGT	30.6	8.2	7.1	4.1	20.4	21.4	8.2	98	1.8
TOTAL	47.9	9.3	9.2	6.6	11.4	6.9	8.6	5453	100%

Table C-16

## Number of People Respondents Rate

	None	1	2	3	4-5	6-8	9+	n	TOTAL
AMN	100	-	-	-	-	-	-	83	1.5
AIC	99.4	-	.2	-	.3	.2	-	626	11.5
SrA/Sgt	74.0	11.9	7.5	4.6	1.7	.2	-	915	16.7
SSGT	45.3	16.9	14.5	10.3	10.9	1.9	.3	1672	30.6
TSGT	29.3	15.5	15.9	13.5	18.9	5.5	1.5	1059	19.4
MSGT	25.5	15.1	14.3	15.3	21.1	6.7	1.9	776	1.9
SMSGT	18.4	9.6	15.5	8.8	29.7	13.8	4.2	239	4.4
CMSGT	34.0	8.2	8.2	7.2	15.5	23.7	3.1	97	1.8
TOTAL	49.8	12.9	12.9	9.4	11.9	3.7	.9	5467	100%

NOTE. The n is the number of total valid responses for the item being examined.

Appendix C

Table C-17

Unusual Work Schedule

	Day	Swing	Mid	Rotate	Irreg	Frequent TDY	Crew	n	TOTAL
AMN	69.9	10.8	-	9.6	8.4	1.2	-	83	1.5
A1C	60.0	8.5	2.9	15.6	11.2	1.1	.6	623	11.4
SrA/Sgt	58.3	9.5	3.5	13.1	11.0	3.2	1.4	911	16.7
SSGT	63.4	8.0	2.5	10.1	11.4	2.6	2.0	1668	30.6
TSGT	70.4	3.3	1.3	7.6	11.6	3.2	2.6	1056	19.4
MSGT	74.8	2.1	.8	4.5	11.8	3.3	2.7	777	2.7
SMSGT	78.8	.4	-	.8	13.1	5.9	.8	236	4.7
CMSGT	81.8	-	-	-	13.1	4.0	1.0	99	1.8
TOTAL	66.2	6.1	2.0	9.4	11.5	2.9	1.9	5456	100%

Table C-18

Aeronautical Rating

	Nonrated	Nonrated Crew	Rated Ops	Rated Support	n	TOTAL
AMN	90.4	1.2	2.4	6.4	83	1.5
A1C	91.3	.6	2.1	5.9	624	11.5
SrA/Sgt	88.8	1.6	1.8	8.2	910	16.7
SSGT	93.4	3.1	.8	2.6	1663	30.6
TSGT	92.7	4.0	.9	2.5	1050	19.3
MSGT	93.8	4.8	.4	1.0	773	14.2
SMSGT	96.2	2.5	.4	.8	237	4.4
CMSGT	93.9	5.1	1.0	-	98	1.8
TOTAL	92.3	3.0	1.1	3.6	5438	100%

NOTE. The n is the number of total valid responses for the item being examined.

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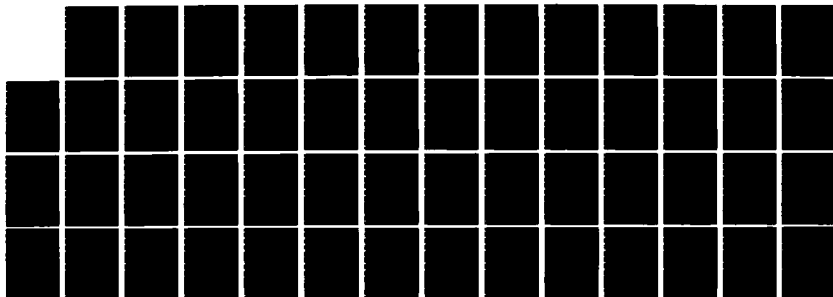
JOB ATTITUDES OF USAF ENLISTED PERSONNEL AND THEIR  
SPOUSES(U) AIR COMMAND AND STAFF COLL MAXWELL AFB AL  
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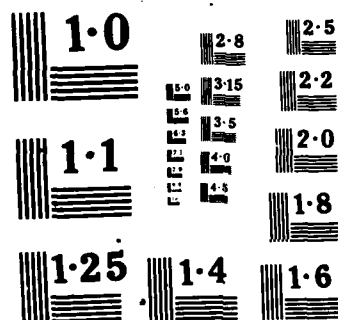
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NL





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MICROCOPY RESOLUTION TEST

Table C-19

## Supervisor Holds Group Meetings

	Never	Occasionally	Monthly	Weekly	Daily	Continuously	n	TOTAL
AMN	15.7	32.5	2.4	32.5	15.7	1.2	83	1.5
AIC	16.5	34.0	7.8	27.2	12.3	2.3	618	11.4
SrA/Sgt	21.0	35.0	5.3	24.5	12.4	1.9	906	16.7
SSGT	14.9	34.4	7.6	31.5	9.9	1.7	1655	30.6
TSGT	13.0	30.2	7.2	38.5	9.6	1.5	1048	19.4
MSGT	9.3	23.3	5.4	48.1	11.7	2.1	771	14.2
SMSGT	5.5	17.2	4.6	54.2	16.0	2.5	238	4.4
CMSGT	3.1	15.5	2.1	53.6	21.6	4.1	97	1.8
TOTAL	14.3	31.0	6.5	35.0	11.4	1.9	5416	100%

Table C-20

## Career Intent

	Retire in 12 Mos	Career	Likely Career	Maybe	Probably Not Career	Separate	n	TOTAL
AMN	-	12.0	27.7	33.7	22.9	3.6	83	1.5
AIC	-	20.3	23.4	28.9	18.7	8.8	627	11.4
SrA/Sgt	.7	27.5	25.6	23.0	14.1	9.2	915	16.7
SSGT	.5	48.6	27.6	14.7	4.3	4.0	1676	30.6
TSGT	3.3	76.4	13.2	4.2	.8	2.1	1060	19.4
MSGT	12.1	73.4	6.8	4.9	-	2.8	777	14.2
SMSGT	13.8	68.6	9.2	7.5	.4	.4	239	4.4
CMSGT	17.2	67.7	9.1	4.0	-	2.0	99	1.8
TOTAL	3.5	51.4	19.9	14.1	6.4	4.7	5476	100%

NOTE. The n is the number of total valid responses for the item being examined.

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# APPENDIX

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## APPENDIX D

### ORGANIZATIONAL ASSESSMENT PACKAGE SURVEY: ATTITUDINAL RESPONSES

# Appendix D

Table D-1  
Job Satisfaction

	Mean	SD	df	F	Subset
AMN	5.2	1.1	7,5144	23.770	2,3
A1C	4.9	1.2			1,2
SrA/Sgt	4.8	1.2			1
SSGT	5.0	1.2			1,2,3
TSGT	5.2	1.2			2,3
MSGT	5.3	1.2			3
SMSGT	5.6	1.1			4
CMSGT	5.8	1.0			4
TOTAL	5.1	1.2			

Table D-2  
General Organizational Climate

	Mean	SD	df	F	Subset
AMN	5.0	1.1	7,5090	53.035	3
A1C	4.3	1.3			1
SrA/Sgt	4.1	1.3			1
SSGT	4.4	1.4			1,2
TSGT	4.6	1.3			2
MSGT	5.0	1.3			3
SMSGT	5.1	1.8			4
CMSGT	5.7	1.1			4
TOTAL	4.6	1.4			

Note: Groups not in the same subset are significantly different at the .05 level.

Table D-3  
Job Performance Goals

	Mean	SD	df	F	Subset
AMN	4.7	.88	7,5308	7.532	1
A1C	4.8	.9			1
SrA/Sgt	4.7	.92			1
SSGT	4.8	.96			1
TSGT	4.8	.97			1
MSGT	4.9	1.0			1
SMSGT	5.1	1.0			2
CMSGT	5.1	.95			2
TOTAL	4.8	.96			

Table D-4

Pride

	Mean	SD	df	F	Subset
AMN	5.1	1.3	7,5410	16.734	1,2
A1C	4.9	1.6			1
SrA/Sgt	4.8	1.6			1
SSGT	5.1	1.6			1,2
TSGT	5.2	1.5			1,2
MSGT	5.4	1.5			2
SMSGT	5.6	1.4			3
CMSGT	5.9	1.1			4
TOTAL	5.1	1.5			

Note: Groups not in the same subset are significantly different at the .05 level.



# Appendix D

## Table D-5

### Work Group Effectiveness

	Mean	SD	df	F	Subset
AMN	5.7	1.0	7,5257	18.754	2,3
A1C	5.4	1.2			1
SrA/Sgt	5.3	1.3			1
SSGT	5.5	1.3			1,2
TSgt	5.7	1.2			2,3
MSGT	5.8	1.2			3
SMSGT	5.9	1.1			3
CMSGT	5.9	1.0			3
TOTAL	5.6	1.2			

## Table D-6

### Advancement-Recognition

	Mean	SD	df	F	Subset
AMN	4.1	1.1	7,5216	67.545	1
A1C	4.0	1.1			1
SrA/Sgt	4.1	1.1			1
SSGT	4.4	1.2			2
TSgt	4.7	1.1			3
MSGT	4.9	1.2			4
SMSGT	5.3	1.1			5
CMSGT	5.1	1.5			4
TOTAL	4.4	1.2			

Note: Groups not in the same subset are significantly different at the .05 level.

Table D-7  
Management-Supervision

	Mean	SD	df	F	Subset
AMN	5.1	1.6	7,5179	15.363	2,3
AIC	4.8	1.6			1,2
SrA/Sgt	4.7	1.6			1
SSGT	4.8	1.6			1,2
TSGT	5.0	1.4			1,2,3
MSGT	5.1	1.4			2,3
SMSGT	5.6	1.3			4
CMSGT	5.3	1.5			3,4
TOTAL	4.9	1.5			

Table D-8  
Supervisory Communication Climate

	Mean	SD	df	F	Subset
AMN	4.6	1.6	7,5166	12.152	1,2
AIC	4.4	1.7			1,2
SrA-Sgt	4.2	1.6			1
SSGT	4.5	1.6			1,2
TSGT	4.6	1.5			1,2
MSGT	4.7	1.5			2
SMSGT	5.1	1.4			3
CMSGT	5.0	1.5			3
TOTAL	4.5	1.6			

Note: Groups not in the same subset are significantly different at the .05 level.

Appendix D

Table D-9  
Organizational Communication Climate

	Mean	SD	df	F	Subset
AMN	5.0	1.1	7,5139	22.50	3
A1C	4.4	1.2			1,2
SrA/Sgt	5.0	1.3			1
SSGT	4.3	1.3			1
TSGT	4.4	1.4			1,2
MSGT	4.7	1.3			2
SMSGT	5.1	1.3			3
CMSGT	5.2	1.3			3
TOTAL	4.4	1.3			

Table D-10  
Work Support

	Mean	SD	df	F	Subset
AMN	4.8	1.0	7,5300	7.091	2
A1C	4.6	1.1			1,2
SrA/Sgt	4.4	1.1			1
SSGT	4.5	1.1			1
TSGT	4.5	1.1			1
MSGT	4.6	1.1			1,2
SMSGT	4.8	1.0			2
CMSGT	4.8	1.1			2
TOTAL	4.5	1.1			

Note: Groups not in the same subset are significantly different at the .05 level.

Table D-11  
Job Training

	Mean	SD	df	F	Subset
AMN	4.7	1.5	7,5141	7.097	1,2,3
A1C	4.6	1.6			1,2
SrA/Sgt	4.4	1.6			1
SSGT	4.4	1.6			1
TSgt	4.5	1.5			1,2
MSGT	4.7	1.4			1,2,3
SMSGT	5.1	1.5			3
CMSGT	4.9	1.3			2,3
TOTAL	4.5	1.5			

Table D-12  
Desired Repetitive-Easy Tasks

	Mean	SD	df	F	Subset
AMN	3.5	1.3	7,5326	29.586	4
A1C	3.4	1.4			4
SrA/Sgt	3.3	1.3			4
SSGT	3.0	1.3			3
TSgt	3.0	1.2			3
MSGT	2.7	1.2			2
SMSGT	2.4	1.2			2
CMSGT	2.1	1.1			1
TOTAL	3.0	1.4			

Note: Groups not in the same subset are significantly different at the .05 level.

Appendix D

Table D-13  
Work Repetition

	Mean	SD	df	F	Subset
AMN	5.2	1.2	7,5410	33.369	3
A1C	5.4	1.3			3
SrA/Sgt	5.3	1.3			3
SSGT	5.1	1.4			3
TSGT	5.0	1.3			3
MSGT	4.6	1.3			2
SMSGT	4.5	1.1			1,2
CMSGT	4.3	1.4			1
TOTAL	5.1	1.4			

Table D-14  
Task Characteristics

	Mean	SD	df	F	Subset
AMN	5.0	.84	7,5305	20.128	1
A1C	5.0	.94			1
SrA/Sgt	5.0	.94			1
SSGT	5.1	.93			1,2
TSGT	5.3	.94			2,3
MSGT	5.3	.94			2,3
SMSGT	5.4	.95			3
CMSGT	5.6	.87			4
TOTAL	5.2	.95			

Note: Groups not in the same subset are significantly different at the .05 level.

Table D-15  
Task Autonomy

	Mean	SD	df	F	Subset
AMN	3.4	1.0	7,5313	101.588	1
A1C	3.5	1.2			1
SrA/Sgt	3.6	1.3			1
SSGT	4.0	1.4			2
TSGT	4.3	1.4			3
MSGT	4.7	1.4			4
SMSGT	5.1	1.3			5
CMSGT	5.5	1.2			6
TOTAL	4.1	1.4			

Table D-16  
Skill Variety

	Mean	SD	df	F	Subset
AMN	4.5	1.3	7,5414	38.232	1
A1C	4.4	1.4			1
SrA/Sgt	4.5	1.4			1
SSGT	4.7	1.4			1
TSGT	5.0	1.4			2
MSGT	5.2	1.4			2
SMSGT	5.4	1.3			3
CMSGT	5.6	1.1			3
TOTAL	4.8	1.4			

Note: Groups not in the same subset are significantly different at the .05 level.

Appendix D

Table D-17  
Task Identity

	Mean	SD	df	F	Subset
AMN	5.0	1.1	7,5420	5.320	1
A1C	5.0	1.2			1
SrA/Sgt	5.1	1.2			1
SSGT	5.2	1.2			1,2
TSGT	5.2	1.2			1,2
MSGT	5.2	1.3			1,2
SMSGT	5.2	1.2			1,2
CMSGT	5.4	1.2			2
TOTAL	5.2	1.2			

Table D-18  
Task Significance

	Mean	SD	df	F	Subset
AMN	5.6	1.3	7,5449	9.216	1
A1C	5.7	1.3			1,2
SrA/Sgt	5.7	1.3			1
SSGT	5.8	1.2			1,2,3
TSGT	5.9	1.2			1,2,3
MSGT	6.0	1.1			2,3
SMSGT	6.0	1.8			3
CMSGT	6.3	.8			4
TOTAL	5.8	1.2			

Note: Groups not in the same subset are significantly different at the .05 level.

Table D-19  
Job Feedback

	Mean	SD	df	F	Subset
AMN	4.6	1.2	7,5435	7.617	1
A1C	4.7	1.2			1,2
SrA/Sgt	4.7	1.2			1,2
SSGT	4.8	1.2			1,2,3
TSGT	4.9	1.2			1,2,3
MSGT	5.0	1.2			2,3
SMSGT	5.0	1.2			3
CMSGT	5.3	1.1			4
TOTAL	4.8	1.2			

Table D-20  
Need for Enrichment

	Mean	SD	df	F	Subset
AMN	5.2	1.1	7,5291	38.768	1
A1C	5.3	1.3			1
SrA/Sgt	5.4	1.2			1
SSGT	5.7	1.1			2
TSGT	5.7	1.1			2
MSGT	5.9	1.0			3
SMSGT	6.2	.8			4
CMSGT	6.3	.8			4
TOTAL	5.6	1.1			

Note: Groups not in the same subset are significantly different at the .05 level.



Appendix D

Table D-21  
Job Motivation Index (JMI)

	Mean	SD	df	F	Subset
AMN	80.1	41.6	7,5030	66.692	1
A1C	86.6	49.9			1
SrA/Sgt	92.1	58.0			1
SSGT	105.3	60.4			2
TSGT	118.9	63.7			3
MSGT	132.5	69.8			4
SMSGT	148.6	71.2			5
CMSGT	169.5	72.8			6
TOTAL	110.3	64.4			

Note: Groups not in the same subset are significantly different at the .05 level.

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# APPENDIX

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## APPENDIX E

### U.S. AIR FORCE SPOUSE SURVEY: DEMOGRAPHICS

Table E-1  
Sex of Spouse Survey Respondent

	Male	Female	n	TOTAL
AMN	9.2	90.8	76	1.5
A1C	12.6	87.4	581	11.6
SrA/Sgt	12.7	87.3	844	16.8
SSGT	9.2	90.8	1548	30.9
TSGT	3.4	96.9	941	18.8
MSGT	2.0	98.0	710	14.2
SMSGT	.4	99.6	223	4.5
CMSGT	1.1	98.9	88	1.8
TOTAL	7.5	92.5	5011	100%

Table E-2  
Where Respondent Lives

	On Base With Member	On Another Base	Off Base Rent	Off Base Buying	n	TOTAL
AMN	30.1	-	63.9	6.0	83	1.5
A1C	25.2	1.8	65.9	7.2	624	11.6
SrA/Sgt	44.5	4.7	40.5	10.3	903	16.8
SSGT	56.1	4.1	24.7	15.1	1649	30.6
TSGT	53.5	5.0	20.7	20.8	1035	19.2
MSGT	47.9	3.5	16.6	31.9	764	14.2
SMSGT	48.3	2.6	13.7	35.5	234	4.5
CMSGT	49.0	1.0	16.7	33.3	96	1.8
TOTAL	48.0	3.8	30.2	17.9	5385	100.0

NOTE. The n is the number of total valid responses for the item being examined.

Table E-3

## Why Live on Base

	Want to Live off Base	Schools	Too Expensive	Not Avail- ment	Job Require- ment	Occupant By Required	Other	n	TOTAL
AMN	69.2	1.3	20.5	-	-	3.8	5.1	78	1.5
A1C	71.5	1.5	16.3	1.2	1.0	1.4	7.1	589	11.4
SrA/Sgt	49.1	1.0	30.8	1.3	.5	3.0	14.8	874	17.0
SSGT	36.1	3.5	36.8	2.0	1.4	3.2	17.0	1583	30.7
TSGT	38.1	6.4	33.6	1.9	1.3	2.5	16.2	998	19.4
MSGT	43.2	4.6	29.7	1.8	3.0	1.4	16.4	725	14.1
SMSGT	42.1	4.2	25.9	1.4	1.4	1.4	23.6	216	4.2
CMSGT	46.6	1.1	27.3	2.3	4.5	1.1	17.0	88	1.7
TOTAL	44.7	3.5	30.9	1.7	1.4	2.5	15.3	5151	100%

Table E-4

## Why Live Off Base

	Live on Base	Schools	No Base Housing	In- vest- ment	Not Eligible	Bad Base Housing	Other	n	TOTAL
AMN	30.5	-	13.4	3.7	40.2	7.3	4.9	82	1.6
A1C	23.8	.2	11.1	4.6	38.5	11.6	10.2	610	12.1
SrA/Sgt	45.5	.3	13.6	6.5	3.9	13.7	16.5	868	17.2
SSGT	53.9	.5	7.4	11.7	1.2	12.6	12.7	1513	30.0
TSGT	53.9	.3	7.4	14.7	1.1	11.6	11.5	960	19.0
MSGT	47.0	.7	5.4	21.3	.4	13.8	11.4	704	13.9
SMSGT	45.0	1.4	5.5	27.5	.9	13.3	6.4	218	4.3
CMSGT	46.7	-	2.2	25.0	-	18.5	7.6	92	1.8
TOTAL	46.9	.4	8.6	12.6	6.7	12.7	12.1	5047	100%

NOTE. The n is the number of total valid responses for the item being examined.

Table E-5  
Ethnic Group

	American Indian/ Alaskan	Asian/ Pacific	Black Not Hispanic	Hispanic	White	Other	n	TOTAL
AMN	-	2.4	8.4	4.8	84.3	-	83	1.5
AIC	1.3	2.7	6.7	3.0	84.5	1.8	624	11.5
SrA/Sgt	.8	3.5	7.2	4.9	81.2	2.4	906	16.7
SSGT	1.0	4.8	8.6	4.8	78.1	2.7	1650	30.4
TSGT	1.2	12.0	6.6	5.8	71.6	2.9	1052	19.4
MSGT	1.3	11.1	8.1	5.5	72.3	1.8	768	14.2
SMSGT	-	7.2	5.9	5.9	79.7	1.3	237	4.4
CMSGT	-	5.1	7.1	5.1	82.8	-	99	1.8
TOTAL	1.0	6.7	7.5	4.9	77.5	2.3	5419	100%

Table E-6  
Highest Education Level Obtained

	Non High School	H.S. Grad/ GED	< 2 Years College	> 2 Years College	BA	MA	PhD	n	TOTAL
AMN	10.8	54.2	24.1	9.6	1.2	-	-	83	1.5
AIC	9.3	43.6	26.7	13.4	5.6	1.3	.2	626	11.5
SrA/Sgt	7.3	44.8	27.0	13.4	6.9	.2	.3	912	16.7
SSGT	7.0	42.7	28.4	15.1	6.4	.5	.1	1667	30.6
TSGT	10.4	47.2	21.6	13.7	5.8	1.1	.2	1054	19.3
MSGT	10.6	45.4	23.9	12.4	6.3	1.3	-	773	14.2
SMSGT	9.3	45.8	22.0	14.8	6.8	1.3	-	236	4.3
CMSGT	6.1	53.1	26.5	10.2	3.1	1.0	-	-	-
TOTAL	8.6	44.9	25.6	13.8	6.1	.8	.1	5449	100%

NOTE. The n is the number of total valid responses for the item being examined.

Table E-7  
Employed in Income Producing Job

	Do Not Want To	No Work Avail	Part Time	Active Duty Military	Civil Service	Other	n	TOTAL
AMN	25.0	37.5	13.8	6.3	5.0	12.5	80	1.5
A1C	24.1	29.4	15.5	13.4	2.7	14.9	619	11.6
SrA/Sgt	21.3	27.0	16.6	15.2	3.2	16.7	897	16.7
SSGT	25.5	23.7	16.0	13.1	4.8	16.9	1630	30.4
TSGT	27.3	23.6	16.2	7.2	5.4	20.3	1037	19.4
MSGT	25.6	20.5	18.8	5.5	8.4	21.2	765	14.3
SMSGT	30.2	18.7	14.9	4.7	12.3	19.1	235	4.4
CMSGT	29.2	18.8	13.5	3.1	9.4	26.0	96	1.8
TOTAL	25.2	24.4	16.3	10.6	5.4	18.1	5359	100%

Table E-8  
Volunteer Work

	Non Volunteer	On Base	Off Base	Both	n	TOTAL
AMN	89.2	3.6	4.8	2.4	83	1.5
A1C	82.0	8.2	5.2	4.7	621	11.5
SrA/Sgt	84.8	7.6	5.0	2.5	904	16.8
SSGT	80.0	9.4	7.5	3.1	1652	30.6
TSGT	73.3	13.9	8.1	4.7	1040	19.3
MSGT	68.2	14.5	11.0	6.3	761	14.1
SMSGT	68.4	16.2	7.7	7.7	234	4.3
CMSGT	68.4	11.2	12.2	8.2	98	1.8
TOTAL	77.5	10.8	7.5	4.2	5393	100%

NOTE. The n is the number of total valid responses for the item being examined.

## Appendix E

Table E-9

## Age of Spouse Respondent

	17-20 Yrs	21-25 Yrs	26-30 Yrs	31-35 Yrs	36-40 Yrs	41-45 Yrs	46-50 Yrs	>50 Yrs	n	TOTAL
AMN	32.5	36.1	10.8	2.4	6.0	-	-	12.0	83	1.5
A1C	28.0	42.0	10.5	6.5	2.7	1.8	.2	8.3	628	11.4
SrA/Sgt	9.2	53.0	21.0	5.3	2.4	.4	.4	8.2	917	16.7
SSGT	2.1	27.3	42.0	14.1	4.5	1.1	.2	8.7	1678	30.6
TSgt	.8	6.1	26.5	34.9	13.4	4.1	1.5	12.7	1062	19.4
MSGT	-	2.3	11.4	34.2	30.1	9.1	2.3	10.5	780	14.2
SMSGT	-	2.5	3.3	21.3	36.4	23.0	4.2	9.2	239	4.4
CMSGT	-	1.0	3.0	7.1	22.2	41.4	14.1	11.1	99	1.8
TOTAL	6.0	24.2	24.7	18.7	11.0	4.4	1.2	9.2	5486	100%

Table E-10

## Members Time in Air Force

	< 1 Yrs	1-2 Yrs	2-3 Yrs	3-4 Yrs	4-8 Yrs	8-12 Yrs	> 12 Yrs	n	TOTAL
AMN	61.0	12.2	2.4	4.9	4.9	4.9	9.8	82	1.5
A1C	9.0	33.2	31.1	8.3	5.8	5.0	7.7	624	11.5
SrA/Sgt	1.2	1.8	10.1	29.6	48.0	4.5	4.8	904	16.6
SSGT	.3	.4	.5	2.6	41.2	38.6	16.3	1662	30.6
TSgt	.5	.2	.6	.5	3.4	22.0	72.9	1052	19.4
MSGT	-	.1	.1	.8	1.2	2.3	95.5	773	14.2
SMSGT	-	.4	-	.4	.8	1.7	96.6	237	4.4
CMSGT	-	-	-	-	1.0	1.0	98.0	98	1.8
TOTAL	2.3	4.5	5.6	7.0	22.2	17.9	40.5	5432	100%

NOTE. The n is the number of total valid responses for the item being examined.

Table E-11

## Time on Station

	< 1 Mo	1-6 Mos	6-12 Mos	12-18 Mos	18-24 Mos	24-36 Mos	>36 Mos	n	TOTAL
AMN	6.0	43.4	30.1	3.6	3.6	7.2	6.0	83	1.5
AIC	1.8	17.1	22.4	20.2	15.7	14.9	8.0	625	11.5
SrA/Sgt	2.1	12.7	17.4	15.9	12.6	22.9	16.5	908	16.7
SSGT	1.4	9.5	15.1	16.1	14.9	23.7	19.3	1668	30.6
TSGT	1.4	11.0	13.6	14.1	10.3	21.6	28.0	1059	19.4
MSGT	1.3	11.0	11.5	13.3	12.3	18.3	32.4	775	14.2
SMSGT	2.1	10.5	10.1	14.7	6.7	20.6	35.3	238	4.4
CMSGT	-	6.2	13.4	4.1	15.5	19.6	41.2	97	1.8
TOTAL	1.6	11.9	15.5	15.3	12.8	20.9	22.0	5453	100%

Table E-12

## Time Married

	< 1 Yr	1-4 Yr	4-8 Yr	8-12 Yr	12-16 Yr	16-20 Yr	> 20 Yr	n	TOTAL
AMN	44.6	31.3	8.4	8.4	3.6	2.4	1.2	83	1.5
AIC	26.3	52.6	11.4	4.0	2.7	1.6	1.3	623	11.5
SrA/Sgt	13.4	56.7	22.0	4.4	2.1	.9	.5	912	16.7
SSGT	7.0	24.9	38.0	22.3	5.8	1.7	.3	1665	30.6
TSGT	3.1	11.9	18.1	29.8	30.1	6.1	.9	1057	19.4
MSGT	2.2	7.3	10.9	17.0	33.9	22.0	6.7	771	14.2
SMSGT	.8	5.9	6.7	8.0	21.4	32.4	24.8	238	4.4
CMSGT	1.0	3.1	4.1	8.2	10.3	20.6	52.6	97	1.8
TOTAL	9.0	27.3	22.1	16.8	14.2	7.0	3.5	5446	100%

NOTE: The n is the number of total valid responses for the item being examined.



# Appendix E

Table E-13

## Number of Children

	None	1	2	3	4-5	6-8	9+	n	TOTAL
AMN	54.3	30.9	9.9	1.2	3.7	-	-	81	1.5
A1C	55.3	28.8	13.6	3.9	1.5	-	-	619	11.4
SrA/Sgt	38.4	31.6	22.1	6.3	1.3	.2	-	900	16.6
SSGT	22.7	25.3	35.4	12.7	3.7	.3	-	1664	30.7
TSGT	13.5	20.8	40.8	17.3	6.1	1.2	.4	1054	19.4
MSGT	9.7	17.2	43.6	18.4	9.6	1.6	-	777	14.2
SMSGT	4.7	12.7	46.6	21.6	13.1	1.3	-	236	4.3
CMSGT	6.1	14.1	47.5	20.2	10.1	2.0	-	99	1.8
TOTAL	24.4	24.0	33.2	12.7	4.9	.7	.1	5426	100%

Table E-14

## Number of Children at Home

	None	1	2	3	4-5	6-8	n	TOTAL
AMN	54.5	32.5	11.7	1.3	-	-	77	1.4
A1C	53.0	29.9	13.3	3.7	.2	-	602	11.3
SrA/Sgt	38.1	34.2	30.8	5.3	1.4	.1	873	16.4
SSGT	23.1	26.6	35.4	12.1	2.6	.2	1630	30.6
TSGT	14.6	21.7	41.5	17.2	4.5	.4	1040	19.5
MSGT	13.0	21.1	43.2	17.0	5.2	.5	769	14.4
SMSGT	14.1	20.5	44.4	14.1	6.4	.4	234	4.4
CMSGT	18.4	32.7	33.7	13.3	1.0	1.0	98	1.8
TOTAL	25.8	26.4	32.9	11.7	3.0	.3	5323	100%

**NOTE.** The n is the number of total valid responses for the item being examined.

Table E-15

## Unusal Work Schedule if Employed

	Not Employed	Day Shift	Swing Shift	Mid Shift	Rotating Shift	Un- stable Hours	Frequent Travel	n	TOTAL
AMN	63.0	23.5	2.5	2.5	4.9	3.7	-	81	1.5
AIC	53.6	28.8	3.1	1.3	6.5	6.1	.6	619	11.6
SrA/Sgt	48.4	34.6	3.4	.9	4.8	6.9	1.0	901	16.8
SSGT	48.9	33.9	4.0	.9	4.6	7.1	.7	1629	30.5
TSGT	50.0	36.2	2.8	.6	3.7	6.1	.6	1029	19.2
MSGT	46.2	41.3	2.5	.7	3.7	5.0	.7	760	14.2
SMSGT	47.8	41.7	2.2	1.3	2.2	3.5	1.3	230	4.3
CMSGT	51.5	42.4	2.0	-	-	3.0	1.0	99	1.9
TOTAL	49.4	35.2	3.2	.9	4.4	6.2	.7	5348	100%

Table E-16

## Reason for Working if Employed

	Not Employed	Financial	Earn Extra Money	Personal Growth	Profes- sional- Growth	Other	n	TOTAL
AMN	63.0	16.0	6.2	6.2	8.6	-	83	1.5
AIC	53.6	18.6	9.7	7.0	9.6	1.5	617	11.6
SrA/Sgt	47.7	23.1	9.8	6.4	9.9	3.1	901	16.9
SSGT	48.7	25.4	10.1	5.0	7.8	3.1	1623	30.4
TSGT	49.9	23.2	11.2	6.1	7.6	2.0	1027	19.2
MSGT	46.1	22.7	14.9	7.0	7.9	1.6	759	14.2
SMSGT	48.3	22.4	12.5	6.5	8.2	2.2	232	4.3
CMSGT	49.5	13.4	15.5	10.3	10.3	1.0	97	1.8
TOTAL	49.2	22.9	11.0	6.1	8.4	2.4	5337	100%

NOTE. The n is the number of total valid responses for the item being examined.

Table E-17  
Student Status

	Not Student	Full Time Under- Grad	Part time Under- Grad	Full Time Grad	Part Time Grad	Other	n	TOTAL
AMN	91.6	1.2	7.2	-	-	-	87	1.5
A1C	84.3	3.7	9.5	.2	.8	1.6	624	11.5
SrA/Sgt	85.2	3.1	7.6	.9	.8	2.5	910	16.8
SSGT	83.9	3.3	9.6	.4	1.3	1.6	1656	30.6
TSGT	89.6	1.7	5.4	.1	1.1	2.1	1046	19.3
MSGT	89.3	1.3	6.0	.3	.9	2.2	764	14.1
SMSGT	87.1	1.3	9.1	-	.4	2.2	272	4.7
CMSGT	88.5	2.1	5.2	-	1.0	3.1	96	1.9
TOTAL	86.3	2.6	7.8	.3	1.0	2.0	5411	100%

NOTE. The n is the number of total valid responses for the item being examined.

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# APPENDIX

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## APPENDIX F

### AIR FORCE SPOUSE SURVEY: ATTITUDINAL RESPONSES

Appendix F

Table F-1  
Feeling of Involvement With AF Lifestyle

	Mean	SD	df	F	Subset
AMN	4.2	1.9	7,5428	8.989	1
A1C	4.4	1.9			1,2
SrA/Sgt	4.5	1.9			1,2
SSGT	4.7	1.9			2
TSGT	4.7	1.9			2
MSGT	4.7	1.9			2
SMSGT	5.3	1.6			3
CMSGT	5.2	1.7			3
TOTAL	4.7	1.9			

Table F-2  
Recommend AF Career to Anyone

	Mean	SD	df	F	Subset
AMN	4.6	1.8	7,5435	8.702	1
A1C	4.6	1.9			1
SrA/Sgt	4.6	1.9			1
SSGT	4.7	1.9			1
TSGT	4.7	2.0			1
MSGT	4.9	1.9			1
SMSGT	5.4	1.8			2
CMSGT	5.5	1.8			2
TOTAL	4.7	1.9			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-3

## Participation Essential to Members Career

	Mean	SD	df	F	Subset
AMN	3.3	1.9	7,5376	2.061	1
A1C	3.3	1.9			1
SrA/Sgt	3.1	1.9			1
SSGT	3.2	2.0			1
TSGT	3.0	2.0			1
MSGT	3.1	2.1			1
SMSGT	3.1	2.1			1
CMSGT	3.2	2.2			1
TOTAL	3.1	2.0			

Table F-4

## Same Prestige and Status as Civilian Career

	Mean	SD	df	F	Subset
AMN	4.6	1.9	7,5403	3.696	1,2
A1C	4.6	2.0			1,2
SrA/Sgt	4.4	2.1			1,2
SSGT	4.4	2.2			1,2
TSGT	4.3	2.2			1
MSGT	4.5	2.2			1,2
SMSGT	4.9	2.1			2
CMSGT	4.9	2.2			2
TOTAL	4.4	2.2			

Note: Groups not in the same subset are significantly different at the .05 level.

Appendix F

Table F-5  
Interested in AF Role and Mission

	Mean	SD	df	F	Subset
AMN	5.7	1.4	7,5440	3.726	1
A1C	5.4	1.6			1
SrA/Sgt	5.5	1.7			1
SSGT	5.6	1.6			1
TSGT	5.5	1.6			1
MSGT	5.5	1.6			1
SMSGT	5.8	1.3			1
CMSGT	5.9	1.4			1
TOTAL	5.6	1.6			

Table F-6  
Important to know about Members Work

	Mean	SD	df	F	Subset
AMN	6.4	1.0	7,5437	5.973	1
A1C	6.3	1.1			2,3
SrA/Sgt	6.2	2.2			1,2,3
SSGT	6.2	1.3			1,2,3
TSGT	6.1	1.4			1,2
MSGT	6.0	1.4			1
SMSGT	6.2	1.3			1,2,3
CMSGT	6.0	1.6			1
TOTAL	6.2	1.3			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-7

AF Tries to Make Service Life Attractive

	Mean	SD	df	F	Subset
AMN	4.3	1.8	7,5433	6.684	1
A1C	4.5	1.9			1
SrA/Sgt	4.2	2.0			1
SSGT	4.2	2.0			1
TSGT	4.2	2.0			1
MSGT	4.3	2.0			1
SMSGT	4.8	1.8			2
CMSGT	5.0	1.8			2
TOTAL	4.3	2.0			

Table F-8

Member Must Compete More Than Civilian

	Mean	SD	df	F	Subset
AMN	4.7	1.6	7,5395	7.899	1
A1C	4.7	1.8			1
SrA/Sgt	4.6	1.7			1
SSGT	4.8	1.8			1
TSGT	5.0	1.8			1
MSGT	5.0	1.8			1
SMSGT	5.4	1.6			2
CMSGT	4.8	1.7			1
TOTAL	4.8	1.8			

Note: Groups not in the same subset are significantly different at the .05 level.



Appendix F

Table F-9

Member is Under Pressure From AF Job

	Mean	SD	df	F	Subset
AMN	4.8	1.9	7,5426	10.399	1
A1C	4.9	2.0			1,2
SrA/Sgt	5.1	1.8			1,2,3
SSGT	5.3	1.7			2,3,4
TSGT	5.5	1.7			3,4
MSGT	5.5	1.7			3,4
SMSGT	5.5	1.6			3,4
CMSGT	5.6	1.7			4
TOTAL	5.7	1.8			

Table F-10

Member Abilities Fully Used in Job

	Mean	SD	df	F	Subset
AMN	4.4	2.3	7,5424	13.441	2
A1C	4.1	2.3			1,2
SrA/Sgt	3.9	2.3			1
SSGT	4.2	2.2			1,2
TSGT	4.5	2.3			2
MSGT	4.5	2.2			2
SMSGT	5.0	2.2			3
CMSGT	5.3	2.0			3
TOTAL	4.2	2.3			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-11

Member has Important Job

	Mean	SD	df	F	Subset
AMN	6.0	1.4	7,5435	5.034	1
A1C	6.0	1.5			1
SrA/Sgt	5.9	1.5			1
SSGT	6.0	1.4			1,2
TSGT	6.1	1.4			1,2
MSGT	6.0	1.4			1,2
SMSGT	6.4	1.2			2,3
CMSGT	6.5	1.0			3
TOTAL	6.0	1.4			

Table F-12

Glad Member Chose AF as Career

	Mean	SD	df	F	Subset
AMN	5.1	1.8	7,5400	13.738	1
A1C	5.2	1.8			1,2
SrA/Sgt	5.2	1.9			1,2
SSGT	5.4	1.7			1,2,3
TSGT	5.6	1.7			2,3
MSGT	5.7	1.5			3,4
SMSGT	6.0	1.4			4
CMSGT	6.0	1.4			4
TOTAL	5.5	1.7			

Note: Groups not in the same subset are significantly different at the .05 level.

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Table F-13

Member Feels Positive About Contribution

	Mean	SD	df	F	Subset
AMN	5.4	1.8	7,5422	27.122	1
A1C	5.3	1.8			1
SrA/Sgt	5.2	1.8			1
SSGT	5.5	1.7			1
TSGT	5.6	1.7			1,2
MSGT	5.9	1.5			2
SMSGT	6.4	1.1			3
CMSGT	6.6	.9			3
TOTAL	5.6	1.7			

Table F-14

Member Devotes More Time Than Civilian

	Mean	SD	df	F	Subset
AMN	5.0	1.9	7,5399	9.183	1
A1C	5.3	1.8			1,2
SrA/Sgt	5.5	1.7			2,3
SSGT	5.6	1.7			2,3,4
TSGT	5.7	1.6			3,4,5
MSGT	5.7	1.6			3,4,5
SMSGT	6.0	1.4			5
CMSGT	5.9	1.5			4,5
TOTAL	5.6	1.7			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-15

Encourage Extended Career if Less Moves

	Mean	SD	df	F	Subset
AMN	4.6	2.1	7,5371	.7918	1
A1C	4.7	2.0			1
SrA/Sgt	4.7	2.0			1
SSGT	4.7	1.9			1
TSGT	4.6	2.0			1
MSGT	4.6	2.0			1
SMSGT	4.8	2.0			1
CMSGT	4.5	2.0			1
TOTAL	4.7	2.0			

Table F-16

PCS is Factor in Members Career Decision

	Mean	SD	df	F	Subset
AMN	4.9	1.9	7,5377	1.431	1
A1C	5.0	1.8			1
SrA/Sgt	5.1	1.9			1
SSGT	5.0	1.9			1
TSGT	5.0	1.9			1
MSGT	5.0	1.9			1
SMSGT	5.3	1.8			1
CMSGT	5.3	1.8			1
TOTAL	5.0	1.9			

Note: Groups not in the same subset are significantly different at the .05 level.

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Table F-17

AF Leaders Sensitive to Needs of AF Family

	Mean	SD	df	F	Subset
AMN	4.0	2.0	7.5411	8.752	2
A1C	3.5	2.0			1
SrA/Sgt	3.1	1.9			1
SSGT	3.2	1.9			1
TSGT	3.4	2.0			1
MSGT	3.5	1.9			1
SMSGT	4.0	2.0			2
CMSGT	4.0	2.0			2
TOTAL	3.4	1.9			

Table F-18

Level of Satisfaction: Base Exchange

	Mean	SD	df	F	Subset
AMN	4.5	1.8	7.5421	9.8000	2
A1C	4.5	1.8			2
SrA/Sgt	4.2	1.8			1,2
SSGT	4.0	1.9			1
TSGT	3.9	1.9			1
MSGT	3.9	1.9			1
SMSGT	3.9	1.9			1
CMSGT	4.2	1.8			1,2
TOTAL	4.1	1.9			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-19

Level of Satisfaction: Commissary

	Mean	SD	df	F	Subset
AMN	4.8	1.7	7,5423	4.848	1,2
A1C	4.9	1.8			1,2
SrA/Sgt	4.5	1.9			1
SSGT	4.6	1.9			1
TSGT	4.6	1.9			1
MSGT	4.7	1.8			1,2
SMSGT	5.0	1.8			1
CMSGT	5.1	1.7			2
TOTAL	4.7	1.9			

Table F-20

Level of Satisfaction: Medical Care

	Mean	SD	df	F	Subset
AMN	4.7	2.0	7,5407	4.090	3
A1C	4.4	2.0			1,2,3
SrA/Sgt	4.0	2.1			1
SSGT	4.0	2.1			1,2
TSGT	4.1	2.1			1,2
MSGT	4.1	2.0			1,2
SMSGT	4.2	2.0			1,2
CMSGT	4.6	1.9			2,3
TOTAL	4.1	2.1			

Note: Groups not in the same subset are significantly different at the .05 level.

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Table F-21

Level of Satisfaction: Open Mess

	Mean	SD	df	F	Subset
AMN	4.3	1.5	7,4853	1.427	1
A1C	4.1	1.5			1
SrA/Sgt	4.2	1.5			1
SSGT	4.2	1.5			1
TSGT	4.1	1.5			1
MSGT	4.0	1.6			1
SMSGT	4.1	1.6			1
CMSGT	4.2	1.5			1
TOTAL	4.1	1.5			

Table F-22

Level of Satisfaction: Recreation Center

	Mean	SD	df	F	Subset
AMN	4.8	1.4	7,5150	2.522	1
A1C	4.6	1.4			1
SrA/Sgt	4.5	1.3			1
SSGT	4.5	1.2			1
TSGT	4.4	1.3			1
MSGT	4.4	1.3			1
SMSGT	4.5	1.2			1
CMSGT	4.4	1.1			1
TOTAL	4.5	1.3			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-23

Level of Satisfaction: Base Library

	Mean	SD	df	F	Subset
AMN	5.1	1.4	7.5244	.885	1
AIC	5.5	1.3			1
SrA/Sgt	5.0	1.3			1
SSGT	5.1	1.3			1
TSGT	5.1	1.3			1
MSGT	5.1	1.4			1
SMSGT	5.1	1.4			1
CMSGT	5.3	1.4			1
TOTAL	5.1	1.3			

Table F-24

Level of Satisfaction: Auto Hobby Shop

	Mean	SD	df	F	Subset
AMN	4.5	1.3	7.4830	4.655	1
AIC	4.6	1.2			1
SrA/Sgt	4.6	1.2			1
SSGT	4.4	1.2			1
TSGT	4.4	1.1			1
MSGT	4.4	1.1			1
SMSGT	4.4	.9			1
CMSGT	4.4	.9			1
TOTAL	4.5	1.2			

Note: Groups not in the same subset are significantly different at the .05 level.



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Table F-25

Level of Satisfaction: Bowling Center

	Mean	SD	df	F	Subset
AMN	5.1	1.3	7,5169	10.811	1
A1C	5.1	1.3			1
SrA/Sgt	5.0	1.3			1
SSGT	4.9	1.3			2,3
TSGT	4.7	1.4			1,2
MSGT	4.6	1.4			1,2
SMSGT	4.6	1.4			1,2
CMSGT	4.4	1.5			1
TOTAL	4.8	1.4			

Table F-26

Level of Satisfaction: Golf Course

	Mean	SD	df	F	Subset
AMN	4.3	1.2	7,4543	.6201	1
A1C	4.4	1.1			1
SrA/Sgt	4.3	1.1			1
SSGT	4.3	1.0			1
TSGT	4.3	1.0			1
MSGT	4.3	1.1			1
SMSGT	4.3	1.0			1
CMSGT	4.5	1.2			1
TOTAL	4.3	1.1			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-27

## Level of Satisfaction: Arts and Crafts

	Mean	SD	df	F	Subset
AMN	4.5	1.2	7,4893	1.542	1
AIC	4.5	1.2			1
Sr A/Sgt	4.5	1.2			1
SSGT	4.5	1.2			1
TSgt	4.4	1.2			1
MSGT	4.3	1.2			1
SMSGT	4.4	1.1			1
CMSGT	4.4	1.2			1
TOTAL	4.5	1.2			

Table F-28

## Level of Satisfaction: Child Care

	Mean	SD	df	F	Subset
AMN	1.4	1.4	7,4684	2.327	2
AIC	4.1	1.4			1,2
Sr A/Sgt	3.9	1.6			1
SSGT	4.0	1.7			1,2
TSgt	3.9	1.7			1
MSGT	4.0	1.4			1,2
SMSGT	4.1	1.3			1,2
CMSGT	4.0	1.2			1,2
TOTAL	4.0	1.6			

Note: Groups not in the same subset are significantly different at the .05 level.

Appendix F

Table F-29

Desired Career Intent For Member

	Mean	SD	df	F	Subset
AMN	3.4	1.3	7,5338	10.687	1
AIC	3.4	1.2			1
Sr A/Sgt	3.5	1.3			1
SSGT	4.0	1.1			2
TSGT	4.3	1.1			2
MSGT	4.6	1.2			4
SMSGT	4.6	1.0			4
CMSGT	4.7	1.1			5
TOTAL	4.0	1.2			

Table F-30

Perceived Career Intent of Member

	Mean	SD	df	F	Subset
AMN	3.2	1.2	7,5387	164.961	1
AIC	3.3	1.2			1
Sr A/Sgt	3.4	1.3			1
SSGT	4.1	1.0			5
TSGT	4.5	1.0			5
MSGT	4.6	1.1			3,4
SMSGT	4.7	1.0			3,4
CMSGT	4.8	1.0			4
TOTAL	4.1	1.2			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-31

Perceived Importance to Members Career: Job Satisfaction

	Mean	SD	df	F	Subset
AMN	5.4	1.6	7,5397	6.899	1
A1C	5.7	1.6			1
SrA/Sgt	5.7	1.5			1
SSGT	5.6	1.5			1
TSGT	5.6	1.5			1
MSGT	5.7	1.4			1
SMSGT	6.1	1.2			2
CMSGT	6.2	1.0			2
TOTAL	5.7	1.5			

Table F-32

Perceived Importance to Members Career: Status

	Mean	SD	df	F	Subset
AMN	4.4	1.6	7,5406	7.212	1
A1C	4.5	1.7			1
SrA/Sgt	4.5	1.7			1
SSGT	4.3	1.7			1
TSGT	4.3	1.7			1
MSGT	4.5	1.7			1
SMSGT	5.0	1.7			2
CMSGT	5.1	1.7			2
TOTAL	4.4	1.7			

Note: Groups not in the same subset are significantly different at the .05 level.

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Table F-33

Perceived Importance to Members Career: Pay

	Mean	SD	df	F	Subset
AMN	5.0	1.9	7,5404	2.598	1
A1C	5.2	1.7			1
SrA/Sgt	5.3	1.6			1
SSGT	5.1	1.7			1
TSGT	5.1	1.7			1
MSGT	5.2	1.7			1
SMSGT	5.4	1.5			1
CMSGT	5.4	1.4			1
TOTAL	5.2	1.7			

Table F-34

Perceived Importance to Members Career: Medical/Dental

	Mean	SD	df	F	Subset
AMN	5.2	1.4	7,5399	1.049	1
A1C	5.3	1.6			1
SrA/Sgt	5.3	1.6			1
SSGT	5.2	1.6			1
TSGT	5.1	1.7			1
MSGT	5.1	1.7			1
SMSGT	5.2	1.6			1
CMSGT	5.4	1.7			1
TOTAL	5.2	1.6			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-35

Perceived Importance to Members Career: Secure Job

	Mean	SD	df	F	Subset
AMN	5.8	1.4	7,5416	1.458	1
A1C	5.7	1.5			1
SrA/Sgt	5.7	1.4			1
SSGT	5.8	1.4			1
TSGT	5.7	1.4			1
MSGT	5.6	1.5			1
SMSGT	5.6	1.5			1
CMSGT	5.9	1.4			1
TOTAL	5.7	1.4			

Table F-36

Perceived Importance to Members Career: Retirement

	Mean	SD	df	F	Subset
AMN	5.2	1.8	7,5402	34.4664	1
A1C	5.3	1.7			1
SrA/Sgt	5.3	1.7			1
SSGT	5.8	1.4			2
TSGT	6.0	1.3			2,3
MSGT	6.0	1.2			2,3
SMSGT	6.0	1.2			3,4
CMSGT	6.0	.9			4
TOTAL	5.7	1.5			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-37

Perceived Importance to Members Career: Patriotism

	Mean	SD	df	F	Subset
AMN	5.1	1.7	7,5401	14.952	1,2
A1C	5.0	1.6			1
SrA/Sgt	4.9	1.8			1
SSGT	5.2	1.6			1,2
TSGT	5.3	1.6			1,2
MSGT	5.3	1.6			2
SMSGT	5.8	1.4			
CMSGT	6.0	1.3			
TOTAL	5.2	1.6			

Table F-38

Perceived Importance to Members Career: Other

	Mean	SD	df	F	Subset
AMN	4.2	1.7	7,4334	3.047	1
A1C	4.4	2.0			1
SrA/Sgt	4.5	1.9			1
SSGT	4.4	1.9			1
TSGT	4.1	2.0			1
MSGT	4.2	2.0			1
SMSGT	4.4	2.0			1
CMSGT	4.1	2.2			1
TOTAL	4.3	2.0			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-39

## Spouse Feelings About Career: Job Satisfaction

	Mean	SD	df	F	Subset
AMN	5.1	1.6	7,5399	4.325	1
A1C	5.7	1.6			1
SrA/Sgt	5.8	1.5			1
SSGT	5.7	1.5			1
TSGT	5.6	1.6			1
MSGT	5.8	1.5			1
SMSGT	6.1	1.2			2
CMSGT	6.1	1.3			2
TOTAL	5.8	1.5			

Table F-40

## Spouse Feeling About Career: Status

	Mean	SD	df	F	Subset
AMN	4.4	1.8	7,5389	4.3444	1,2
A1C	4.7	1.7			1,2,3
SrA/Sgt	4.6	1.8			1,2,3
SSGT	4.5	1.7			1,2
TSGT	4.4	1.8			1
MSGT	4.5	1.8			1,2
SMSGT	4.9	1.7			2,3
CMSGT	5.0	1.6			3
TOTAL	4.5	1.8			

Note: Groups not in the same subset are significantly different at the .05 level.



Appendix F

Table F-41

Spouse Feelings About Career: Pay

	Mean	SD	df	F	Subset
AMN	5.1	1.9	7,5414	2.419	1
A1C	5.3	1.7			1,2
SrA/Sgt	5.5	1.7			1,2
SSGT	5.4	1.6			1,2
TSGT	5.3	1.7			1,2
MSGT	5.4	1.6			1,2
SMSGT	5.6	1.6			2
CMSGT	5.6	1.5			2
TOTAL	5.4	1.7			

Table F-42

Spouse Feeling About Career: Medical/Dental

	Mean	SD	df	F	Subset
AMN	5.7	1.5	7,5410	1.659	1
A1C	5.6	1.6			1
SrA/Sgt	5.5	1.6			1
SSGT	5.5	1.6			1
TSGT	5.4	1.7			1
MSGT	5.3	1.7			1
SMSGT	5.5	1.5			1
CMSGT	5.3	1.7			1
TOTAL	5.4	1.6			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-43

Spouse Feeling About Career: Secure Job

	Mean	SD	df	F	Subset
AMN	5.9	1.4	7,5413	2.599	1
AIC	5.8	1.4			1
Sr A/Sgt	5.8	1.4			1
SSGT	5.8	1.4			1
TSGT	6.0	1.3			1
MSGT	5.7	1.5			1
SMSGT	5.9	1.3			1
CMSGT	6.0	1.3			1
TOTAL	5.9	1.4			

Table F-44

Spouse Feeling About Career: Retirement

	Mean	SD	df	F	Subset
AMN	5.3	1.8	7,5390	22.285	1
AIC	5.4	1.6			1
Sr A/Sgt	5.4	1.7			1
SSGT	5.8	1.5			2
TSGT	6.0	1.3			2
MSGT	6.0	1.3			2
SMSGT	6.0	1.3			2
CMSGT	6.1	1.3			2
TOTAL	5.8	1.5			

Note: Groups not in the same subset are significantly different at the .05 level.

Appendix F

Table F-45

Spouse Feelings About Career: Patriotism

	Mean	SD	df	F	Subset
AMN	4.9	1.7	7,5352	8.707	1
A1C	4.7	1.7			1
SrA/Sgt	4.8	1.8			1
SSGT	5.0	1.7			1
TSGT	5.1	1.8			1
MSGT	5.1	1.7			1
SMSGT	5.4	1.6			1
CMSGT	5.8	1.7			1
TOTAL	5.0	1.8			

Table F-46

Spouse Feeling About Career: Other

	Mean	SD	df	F	Subset
AMN	4.0	1.9	7,4275	3.942	1,2
A1C	4.5	2.0			2
SrA/Sgt	4.4	2.0			2
SSGT	4.3	2.0			1,2
TSGT	4.0	2.1			1,2
MSGT	4.1	2.0			1,2
SMSGT	4.3	2.0			1
CMSGT	3.8	2.2			1
TOTAL	4.2	2.0			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-47

Amount Member Required to be TDY by Job

	Mean	SD	df	E	Subset
AMN	1.7	.9	7,4914	7.563	1
A1C	1.7	1.1			1
SrA/Sgt	1.8	1.2			1
SSGT	1.8	1.2			1
TSgt	1.9	1.3			1,2
MSGT	1.9	1.2			1,2
SMSGT	2.1	1.3			2
CMSGT	2.5	1.4			3
TOTAL	1.9	1.2			

Table F-48

Time Each TDY Normally Lasts

	Mean	SD	df	E	Subset
AMN	3.4	2.3	7,4595	4.203	1,2
A1C	3.7	2.3			1,2,3
Sr A/Sgt	4.0	2.2			2,3
SSGT	4.0	2.2			2,3
TSgt	4.0	2.2			3
MSGT	3.7	2.2			1,2,3
SMSGT	3.9	2.2			2,3
CMSGT	3.2	2.2			1
TOTAL	3.9	2.2			

Note: Groups not in the same subset are significantly different at the .05 level.

Appendix F

Table F-49

Extent Frequency of TDY Affects Family Life

	Mean	SD	df	F	Subset
AMN	3.2	2.1	7.4783	1.670	1
A1C	3.1	2.1			1
Sr A/Sgt	3.2	2.1			1
SSGT	3.3	2.0			1
TSGT	3.3	2.0			1
MSGT	3.3	2.0			1
SMSGT	3.5	1.9			1
CMSGT	3.1	1.7			1
TOTAL	3.3	2.0			

Table F-50

Extent TDY Length Affects Family Life

	Mean	SD	df	F	Subset
AMN	3.5	2.2	7.4811	1.978	1
A1C	3.5	2.2			1
Sr A/Sgt	3.6	2.2			1
SSGT	3.8	2.1			1
TSGT	3.7	2.1			1
MSGT	3.7	2.1			1
SMSGT	3.9	2.0			1
CMSGT	3.4	1.8			1
TOTAL	3.7	2.1			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-51

Perceived Extent IDY Influences Career Intent

	Mean	SD	df	F	Subset
AMN	3.4	2.0	7,4901	2.335	1,2
A1C	3.4	2.1			1,2
SrA/Sgt	3.5	2.1			2
SSGT	3.4	2.0			1,2
TSGT	3.3	2.0			1,2
MSGT	3.2	2.1			1,2
SMSGT	3.4	2.1			2
CMSGT	2.8	2.0			1
TOTAL	3.4	2.1			

Table F-52

Extent IDY Influences Desirability of AF

	Mean	SD	df	F	Subset
AMN	3.6	2.0	7,4894	.5088	1
A1C	3.5	2.2			1
SrA/Sgt	3.6	2.2			1
SSGT	3.6	2.1			1
TSGT	3.5	2.1			1
MSGT	3.5	2.1			1
SMSGT	3.6	2.1			1
CMSGT	3.3	2.1			1
TOTAL	3.5	2.1			

Note: Groups not in the same subset are significantly different at the .05 level.

Appendix F

Table F-53

Extent Members Duty Hours Disrupt Family

	Mean	SD	df	F	Subset
AMN	3.3	2.2	7,5402	1.712	2
A1C	3.3	1.9			1,2
SrA/Sgt	3.4	2.0			2
SSGT	3.3	1.9			1,2
TSGT	3.1	2.0			1,2
MSGT	3.1	2.0			1,2
SMSGT	3.1	2.0			1,2
CMSGT	2.8	1.8			1
TOTAL	3.2	2.0			

Table F-54

Perceived Extent Spouse's Attitude About Job Important

	Mean	SD	df	F	Subset
AMN	5.0	1.8	7,5387	.864	1
A1C	5.1	1.5			1
SrA/Sgt	5.2	1.6			1
SSGT	5.2	1.6			1
TSGT	5.1	1.6			1
MSGT	5.1	1.6			1
SMSGT	5.2	1.7			1
CMSGT	5.3	1.6			1
TOTAL	5.1	1.6			

Note: Groups not in the same subset are significantly different at the .05 level.

Table F-55  
Extent Proud of Members Job

	Mean	SD	df	F	Subset
AMN	5.6	1.6	7,5400	17.90	1,2
AIC	5.5	1.6			1,2
SrA/Sgt	5.4	1.6			1
SSGT	5.7	1.4			1,2
TSGT	5.7	1.5			1,2
MSGT	5.8	1.4			2
SMSGT	6.2	1.0			3
CMSGT	6.4	1.1			3
TOTAL	5.7	1.5			

Table F-56  
Extent Happier With Similar Civilian Job

	Mean	SD	df	F	Subset
AMN	3.8	1.9	7,5324	.665	1
AIC	3.9	2.0			1
SrA/Sgt	4.0	2.1			1
SSGT	3.9	2.0			1
TSGT	3.9	2.1			1
MSGT	4.0	2.1			1
SMSGT	4.0	2.0			1
CMSGT	3.8	2.0			1
TOTAL	3.9	2.1			

Note: Groups not in the same subset are significantly different at the .05 level.



Table F-57

Extent Desire Member to Change Job in AF

	Mean	SD	df	F	Subset
AMN	3.2	2.1	7,5330	12.925	2,3
A1C	3.4	2.2			3
SrA/Sgt	3.6	2.3			3
SSGT	3.3	2.2			3
TSgt	3.2	2.2			2,3
MSGT	2.8	2.1			1,2
SMSGT	2.7	2.1			1
CMSGT	2.3	1.9			1
TOTAL	3.2	2.2			

Table F-58

Perceived Extent Pay is Proportional To Job

	Mean	SD	df	F	Subset
AMN	3.3	1.6	7,5307	6.028	2
A1C	3.3	1.6			2
SrA/Sgt	3.1	1.6			1,2
SSGT	2.9	1.5			1
TSgt	3.0	1.6			1,2
MSGT	2.9	1.5			1,2
SMSGT	3.1	1.7			1,2
CMSGT	3.1	1.6			1,2
TOTAL	3.0	1.6			

Note: Groups not in the same subset are significantly different at the .05 level.

END

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